

Local Government SERVICE



SEPTEMBER 1939

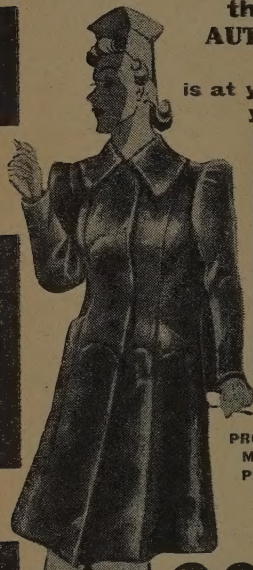
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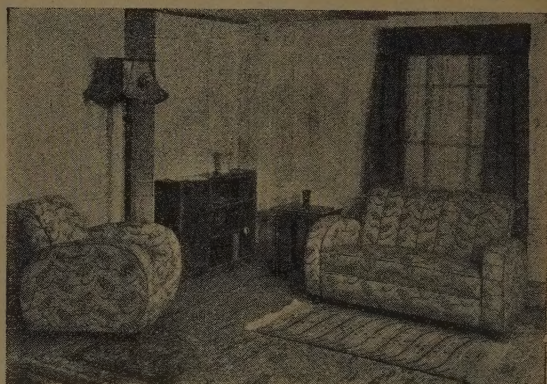
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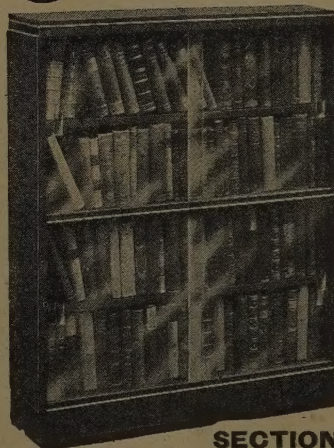
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Local Government SERVICE



OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

SEPTEMBER, 1939

No. 9 Vol. XIX

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NOTES AND COMMENTS

Social Service in War

THOSE officers who, in time of war, will have to cope with the immense social problems it will bring, will welcome the initiative taken by the National Council of Social Service, and described in its annual report, just published, to marshal the full resources of its many constituent bodies to their aid.

The council has made comprehensive plans. A Standing Conference, on which more than 70 national organisations are represented, has been formed, and has established emergency committees in county and county borough areas to act as local rallying points for voluntary effort. Plans have been drawn up for looking after the social needs of young people at work in war-time, co-operating with local authorities in the relief of personal distress, caring for the incapacitated, assisting with evacuation, and maintaining morale. In addition, it has been decided to set up, wherever they are needed, centres of advice and help, to provide a clearing house of information, and act as an essential link between the local authority and the individual.

All this is invaluable work and we are confident that officers will support it in every way they can.

A Shabby Proposal

N.A.L.G.O. is taking vigorous action to meet the latest challenge to the freedom of the local government officer thrown down by the County Councils' Association.

At a recent meeting the Association adopted, by a large majority, the following, among other resolutions:

The service pay of those county employees who volunteer before the outbreak of hostilities, for service with the auxiliary forces, should be supplemented to such an extent as each county council in its absolute discretion may decide.

No such addition to service pay should be made in the case of county employees, other than those in the last preceding paragraph, called up compulsorily for service with H.M. Forces.

Any doubt about the meaning of this resolution was removed by Sir Sidney Johnson, secretary of the County Councils' Association, in the letter in which he brought it to the notice of all County Councils.

"It will be observed," he wrote, "that a distinction is made between those employees who volunteer before the outbreak of hostilities and those who subsequently volunteer, or are conscripted; the view of the Council being that previous service training will be an invaluable national asset in the event of an emergency and should therefore be encouraged in the manner suggested."

In plainer words, the County Councils are being asked to coerce their employees to volunteer in one of the auxiliary services before war breaks out, under threat of loss of pay if they fail to do so.

Civil Defence Excluded

THIS is going beyond anything the Government, the other local authorities, or private employers have presumed to do. Indeed, it is entirely contrary to the Government's intention, expressed in a circular issued as long ago as last September, that, in an emergency civil servants should have the balance between army and civil pay made up, and that local authorities should be empowered to supplement the army pay of their staffs.

The recommendation is made still more deplorable by the fact that it makes no mention of civil defence work. Many county council officers would have volunteered for service in the territorials or other auxiliary forces but for the fact that, acting on official advice,

they decided that they could best serve the nation in war by engaging in that field of air raid precautions for which their training and experience best fitted them. Some have even been forbidden to enlist in the auxiliary forces.

Now, apparently, it is proposed to penalise them for their devotion to civil defence. They can be assured, however, that N.A.L.G.O. will do all in its power to secure reversal of a resolution that is as shabby as it is ill-advised.

Militia Meanness

AS we expected, the Government's refusal to allow local authorities to make up to civil level the Army pay of militiamen, while encouraging them to do it for Territorials and other auxiliaries, has led to some extraordinary anomalies. A number of authorities, together with the National Whitley Council, the Lancashire and Cheshire Provincial Council, and the Metropolitan Boroughs Standing Joint Committee, have protested against this interference with the right of councils to treat their staffs decently. Edmonton borough council has insisted on ignoring the ruling, and is apparently prepared to risk a surcharge. Leyton Borough Council has gone to the length of sending a copy of its protest to every municipal corporation in the country. Swansea has refused to make up the pay of its Territorials so long as it cannot give equal treatment to militiamen. Bolton has refused in advance to supplement the pay of any of its staff called up for service in time of war.

In the face of this volume of protest—in which the T.U.C., the Civil Service National Whitley Council, the L.C.C. Staff Association, and N.A.L.G.O. have joined—the wide variation of practice to which it has led, and the hardships to which it will give rise, it is to be hoped that the Government will revise its policy on more generous lines. To butter the militiamen with honeyed words, while forbidding good employers to accord them human treatment, is a poor way of expressing the nation's gratitude to its first peace-time conscripts.

P.R. in the R.D.C.

IT is refreshing to note the impress which N.A.L.G.O.'s public relations campaign is having on our masters. Two months ago we recorded the conversion of the chairman of the West Riding county council to the need for a vigorous effort to interest the public in its own business. Now another, Councillor W. H. H. Middleton, chairman of Forehoe and Henstead rural district council, has followed with still more direct support.

In a paper which he read to the annual conference of the Rural District Councils Association, Mr. Middleton showed that he backed N.A.L.G.O.'s programme wholeheartedly, and added a number of constructive suggestions of his own. He approved the view that public relations required appreciation by councillors and officers alike of the significance of their work and the need for its effective development, defined its first objective as the dissipation of secrecy in public affairs, and urged the need to welcome rather than to resent criticism. The rapid growth and spread of interest in public relations was, he declared, one of the healthiest signs apparent in local government to-day. In paying tribute to N.A.L.G.O.'s pioneer achievements, he urged

that the time was now ripe for the active participation of the local authorities to seal the work which their officers had begun.

Joint Committees Urged

STILL more interesting were Mr. Middleton's practical recommendations for public relations applied to the rural district council. He advocated the creation of a special public relations committee of the council or of a group of councils, composed jointly of councillors and officers, and with a part-time public relations officer. This committee could play an immensely important part in promoting the efficiency of administration and in enlarging and enriching rural life. It would be invaluable in helping rural district councils to perform their special task of creating a sound interest in, and knowledge about, local government in the rural areas, and developing a realisation of the need for regeneration of the soil as a vital factor in preserving healthy civilisation.

So far, only one local authority, Croydon, has set up a joint public relations committee of councillors and officers. We describe the first fruits of that co-operation in the article on Croydon's municipal film on page 267. If its lead, and Mr. Middleton's powerful support, will encourage others to work along such constructive lines, progress will be rapid and achievement great.

"What Economy Has Done"

POLICE court proceedings are not the best medium for drawing attention to the shocking salaries paid by many local authorities, but we cannot ignore two cases reported recently.

In one, a local government officer, supported by his branch, appealed against four sentences totalling six months' hard labour for embezzlement and fraudulent conversion. His counsel stated that he was 26, was cashier responsible for handling between £30,000 and £40,000 a year, and received a salary of £2 15s. a week. As a result of the appeal two of the sentences were quashed, and the period of imprisonment reduced to three months. This officer was employed by a borough of 6,000 inhabitants where the rates, at 10s. 10d., averaged only £3 13s. per head of the population per annum—compared with £4 12s. over the country as a whole.

In the other, a clerk in an education department was committed for trial on charges of forgery. He is 22 and his gross salary was £75 a year. An alleged statement read in court quoted him as saying: "It is true I have fallen into temptation, but I do maintain it is due to the education authority. . . . Let the education committee take heed what their economy has done, and pray to God that they better the rate of pay to all the zealous officials before they ruin any other person. This young man was employed by a county council within whose area the rates average £3 12s. per head."

We should be the last to argue that low salaries justify dishonesty. But we are all human, and incidents such as these, deplorable as they are, are bound to occur where salaries are kept to the beggarly minimum. Nor can any of us who have not experienced existence near the poverty line afford to throw stones when they do. The but for the grace of God go we—and many members of local authorities' salaries committees with us.

THIS YOUTH BUSINESS

YOUTH considers that it must be consulted more often, more freely, and more attentively than in the past." How often have we not heard that cry in the last twenty years? From every quarter, local, national, and international, it has been urged. Every trouble with which mankind is faced, from unemployment to world anarchy, is attributed to the fact that youth cannot have its say, that everywhere the "Old Gang" is in charge, that the vigorous enthusiasm and idealism of youth is suppressed by the indecision, reaction, and indolence of age.

N.A.L.G.O., in common with other associations, has not remained immune. At Conference after Conference, in the branches, and in our own columns, we hear the same complaint of the undue influence of age in the Association's counsels, the same demand for a wider recognition of the claims and rights of youth. In branch executive committees, in district committees, and, above all, in the National Executive Council, it is urged, youth does not get a fair deal: the "under-thirties," forming possibly 40 per cent of the Association, are represented not at all, or only inadequately, and the "over-thirties," who fill those executive bodies, pay scant attention to the needs and claims of the suppressed minority.

On another page, two protagonists—one a young man who has already demonstrated his enthusiasm for N.A.L.G.O., and the other an "Old Un" whose pseudonym hides the identity of one who has played a big part in its development, debate the question.

On behalf of youth, Mr. Thorpe repeats the familiar arguments. To-day, he declares, youth is having heavy responsibilities and duties thrust upon it. While it is ready to shoulder those, it demands the rights which should go with them—freer and more frequent consultation, and more attentive recognition of its views. It could, he thinks, attain those rights through the formation, in branches, in districts, and nationally, of Youth Advisory Committees, confined to the "under thirties," and analogous with the bodies already operating in many professions and trade unions, and in the civil service. Such committees, though they would have no executive authority, would, he contends, have a four-fold value to the Association. They would end the suspicion that N.A.L.G.O. was to-day ignoring the claims of its young members; they would give expression to youth's problems and grievances; they would serve as training-grounds for the leaders of the future; and they would become an invaluable agency for recruiting and organising the junior section of the Service.

To this "Old Un" replies with a direct denial of the main argument, and a reasoned refutation of the case produced in its support. N.A.L.G.O., he asserts, has never ignored the claims of its younger members, still less does it do so to-day. It protects their interests, stands by them in difficulty, fights injustice, works to improve their salaries and conditions of service, gives them facilities for education, sport, and recreation, and meets many of their economic needs. In the past it has won for them superannuation and other concrete benefits. To-day, in the National Salaries Campaign,

it is concentrating on securing a national minimum salary at the age of 27, and better pay for those under this age.

N.A.L.G.O.'s present machinery, he argues, gives ample opportunity for youth to state its case and play its part. Leaders of the future can be trained to-day—if they will come forward to undertake the spadework which is the pre-requisite of leadership in any field. Service, not a hasty insistence on rights, idealism and enthusiasm, not uninstructed advice, are the contributions youth can best give. Youth Advisory Committees would, therefore, have no advantages over the present machinery. On the contrary, they would have several disadvantages. They would divide the Association into two groups, each with special interests—a procedure which N.A.L.G.O. has always resisted. They would divert part of the Association's limited funds into relatively unproductive channels. And they might well end in being little more than centres for talk and the airing of grievances, wasteful of energy at a time when the Association needs to consolidate its work.

It would be premature at this stage to attempt to judge between these opposing views. There is much to be said on both sides, and we hope that members generally, in their branches, in their districts, and in the correspondence columns of branch magazines and LOCAL GOVERNMENT SERVICE, will not hesitate to say it. For it is clear that the Association has much to gain if it can harness more effectively in its service the special qualities of youth.

If we might offer a preliminary opinion, however, it is that this object can best be achieved by the time-hallowed British method of compromise. If young people feel unable to secure adequate recognition of their case by branch executive committees, let them form their youth groups in the branches, to meet for the discussion of their own problems and policies. In this way views will be crystallised, enthusiasm developed, and spokesmen found. But let the sectional movement end there. Let youth elect its leaders, not to district and national youth committees—where, as Mr. Thorpe emphasises, their function would be limited to the relatively sterile one of discussion and recommendation—but to branch executive committees, where they will be able to put their policies into action, and where they will secure a more practical training in leadership than any advisory committee could offer. This plan would meet the desires of both sides to the controversy. Youth would determine its policies itself, would make its own call to its fellows, and would secure that representation it now lacks, and the Association as a whole would reap the benefit of its energy and enthusiasm, without the danger of civil warfare developing between rival factions. In this way, the visions of the young, the dreams of the old, might be amalgamated into one harmonious policy, vigour be restrained by experience, experience spurred on by vigour.

We should be the last to deny that N.A.L.G.O. would benefit from the pressure of a youthful "ginger group." But let the ginger be kept within the Association dish, not served on a separate plate.



MUCH COWSLIP MAKES THE GRADE

"Jackass" Again

TO my colleagues in other branches who are also waging the war to end want, I bring a message of hope. The fight in Much Cowslip is over and, though the results are not quite all we hoped, something at least has been achieved.

After the internal upheaval culminating in the eviction of our Branch Chairman, Inertia Eric, whose watchword was "They also serve who only let things wait," I wrote to the chairman of the urban district council.

Dear Joe,

Adverting to the matter to which I referred at the Lamb and Lion on the 15th ult., I am directed by the executive committee of the Much Cowslip branch of the National Association of Local Government Officers (with which is incorporated the former Poor Law Officers Union) respectfully to request that on such date as may be convenient to them the Much Cowslip urban district council, or such number of that body as its members in their absolute discretion may determine, shall receive at any hour they deem appropriate a deputation representing the above-named committee of the aforementioned Association, same to comprise the writer, for the purpose of bringing to the notice of those present certain information as a result of which it is hoped they may form an opinion that the remuneration at present accorded to the officers of the said council is neither adequate to their needs nor compatible with the dignity and importance of the duties they perform, in the discharge of which it has ever been their endeavour to give complete satisfaction; and further, in assigning to the council the choice of date, I venture to express a hope that it shall be inst. rather than prox.

Signed, for and on behalf of all members of the staff, except the Clerk to the Council,

JOHN J. JACKASS.

P.S.—Kindly forward a prompt remittance for the sum of 7d. still unpaid in respect of your ticket for our annual dinner of 1931.

Immediately on receipt the chairman brought my letter to me for translation. I told him I wished to interview the council regarding higher wages for the staff. When he stopped laughing, I added that, given his full co-operation, the matter of the 7d. might be left in abeyance. We shook hands on it.

The first date suggested (Friday the 13th) proved impossible because the clerk refused to give the deputation the necessary "time-off," and the council therefore arranged a special session for the next Sunday. In an

effort to create a favourable atmosphere, we organised a garden fête on the Saturday, at which Councillor Mrs. Gauche was elected Cowslip Queen, Councillor Torpid won the ten yards sprint by a foot, I won first prize in the lottery by arrangement, and my wife won second prize by a coincidence. We also had a shove-ha'penny contest which Councillor McIsaacs was scheduled to win, but he gave his coins such gentle pushes that the other competitors found it impossible not to beat him.

The gaiety of the evening was, if anything, enhanced by the fact that Councillor Colonel Curry, a most unpopular man, who received six strokes in the golf tournament, had one which proved fatal at the short eighteenth. Unfortunately, even before the ambulance arrived at a full gallop to remove the late colonel, an acrimonious wrangle arose about whether in such circumstances his opponent, in play and six inches from the pin, was entitled to sink his putt for the hole and match. Councillor Pilbody so far forgot himself as to strike Councillor Gumble, who went in search of the Police Force, but, finding him hopelessly drunk in the refreshment tent, was unable to pursue the matter further. A timely issue of cigars all round from branch funds (Public Relations Special Reserve) healed the breach.

After such a successful function, I entered the Council Chamber for the fateful interview confident of a cordial reception. The chairman briefly introduced me and I opened my case. Finding it empty, I closed it again and spoke without notes.



"... ambulance arrived at full gallop ..."

I reminded them of the manifold services which local government renders to the community, especially the rising generation. Four children and the teaching staff received free milk at our school, and since the establishment of a Maternity and Child Welfare Centre the birth-rate in the village had risen perceptibly. Only this year a demolition order had been secured in respect of the house-shop owned by Mrs. Popple, thus removing Councillor Gumble's only competitor in the provisions trade and enabling Councillor McIsaacs to buy the site

CASH PRIZES FOR TACT!

To enliven our monthly Competition we have invited Jackass to set the subject and judge the entries. The appointed subject is:

THE SOUL OF TACT.

You are the chairman of a borough council which, largely on your initiative, has reduced the salaries of its staff, increased their working hours, unwarrantably dismissed two chief officers, is pledged to reduce the rate precept by half, and is on the verge of bankruptcy.

Write out your speech as proposer of the toast "The Local Government Service" at the local N.A.L.G.O. branch annual dinner.

Entries to be addressed "Mister Jackass, N.A.L.G.O., 24, Abingdon Street, S.W.1." They will be judged on the wit, literary ability, and originality of thought displayed; those qualities, in fact, which have made Jackass the outstanding humorist of the century and have won for his superb wit and humour a place in your affections which—

(Editorial Note.—There is a lot more in the same strain. Jackass himself wrote the announcement, but the competition is genuine, none the less. A first prize of £1 1s. 0d. and a second prize of 10s. 6d. are offered—entries to arrive not later than **October 6.**)

of a projected super-cinema. Such benefits were possible only where an enlightened council was served by efficient officers.

The cost of living, I continued, was rising rapidly, and we were finding it difficult to meet our house-purchase payments, the University fees for our children, and the hire-purchase instalments on our motor-cars. Though mindful of the advantages of superannuation and theoretical security of tenure, we felt that an all-round increase of 1s. 3d. per week was not too much to ask.

When I ceased speaking there was not a dry eye in the room; my wife is always lavish with the onions in salad.

Councillor McIsaacs, apparently still sore from his shove-ha'-penny defeat, urged that at a time when every pound was needed for the great work of re-armament little could be spared for local government services. If the officers insisted on their share of that little being increased, they thereby reduced the amount available to the public, which must impair the efficiency of the Service. He had enough faith in the altruism of the staff to say that they were not in local government for what they could get from it and that if the matter were placed before them in that light the public welfare and the efficiency of the Service would be their first considerations. He did not doubt they would be willing—nay, anxious—to share the sacrifices which necessity dictated by accepting some small reduction in the existing rates of pay.

After the loan of Mrs. Gauche's smelling salts, I revived sufficiently to reject such a proposal. The clerk interposed to say that while, as clerk, he agreed that the financial position rendered reductions in salaries imperative, as a member of the staff he knew them to be impossible.

Councillor Gumble said he and his fellow-tradesmen controlling every shop for ten miles around had decided that the increase in rates which must follow any increase in salaries would compel them all reluctantly to increase their retail prices. Having many amicable relations among the staff, he did not oppose increased salaries, but he warned us that anything we might gain would be more than offset in that way. He might even find it necessary to press for payment of the overdue accounts in his books.

Rapidly calculating how much I owed for groceries, I realised that tact and caution were essential. Fixing my gaze on the chairman, I said: "Sevenpence!"

The chairman responded at once with a suggestion he hoped might be acceptable to all present. He regarded both the clerk and Mr. Jackass as meriting increments, say £75 and £5 per annum respectively. A reduction of £5 per annum for every other member of the staff would slightly reduce the total salaries bill, which he was sure the staff would accept as a regrettable necessity.

After a moment's thought I realised how eminently fair such a solution would be. Though confident that I myself deserved more than I received, I had often



"... there was not a dry eye in the room..."

doubted whether my colleagues were worth even the small salaries paid to them. Accordingly, I accepted on behalf of the staff.

At a special branch meeting held the same day I reported the result of my efforts, emphasizing the important feature that for the first time the council had conceded the principle of joint bargaining. The clerk, but for whose presence I fear difficulties might have arisen, paid warm tribute to my skilled negotiation, and asserted that with a less able spokesman, the staff might have fared much worse. He moved a vote of thanks to me which—under his vigilant eye—was promptly seconded and unanimously carried. I replied appropriately and left the hall hurriedly by a rear exit.

(Continued at bottom of page 265)



"For any large city—an INFORMATION BUREAU IS A NECESSITY"

says GERALD NETHERCOT, City Development Officer, Leicester

As Development Officer for Leicester, Mr. Nethercot has been a pioneer in expanding and enlivening civic publicity. Below he describes some of his methods, and especially the civic information bureau he runs.

I SUPPOSE there is no more obvious way of giving an impetus to the work of public relations than for a local authority to provide a public information bureau. But it is dangerous, because it means that you lay yourself open to the sustained invasion of all the cranks and faddists in the city. Everybody with a grouch calls, in the apparent belief that you are in a position to put things right. These people have to be listened to and dealt with tactfully, knowing that it is impossible to satisfy their wants. Yet often, airing their grievances—mostly imaginary—does satisfy them, and from this point of view alone the bureau is a useful safety valve.

Harassed councillors in Leicester, besieged at their homes by ward electors wanting to know something or other, have found the bureau a godsend. They have discovered that it is an excellent idea to tell the inquirers to call there, thus saving themselves a lot of unnecessary work.

Experience at Leicester has shown that for any large city such a bureau is a necessity—for the benefit of citizens as well as visitors. It forms the only centralised collection of information about the city in all its aspects; it is the only place where people can go with any inquiry and be certain of an answer or the correct instructions how to get the information they want.

Most people fight shy of the official atmosphere of a town hall or civic offices, and it is, therefore, essential in an information bureau to avoid the official attitude. At the Leicester bureau, assistants are instructed to give people a welcoming smile and to try to make them feel at home. The number of occasions on which people have said afterwards that they would not have

dreamed of going to the town hall, although they were not in the least timid of coming to the bureau, is astonishing. Often the bureau has to ring up the town hall to get information, but this approach, though roundabout, has the advantage of pleasing the caller.

Another great advantage of the bureau is its accessibility. In Leicester it is situated on the opposite side of the road from the town hall. It has a pleasant shop front, with tasteful window displays and a sign inviting people to come in to get free information on anything they want to know about the city. There are no long, gloomy corridors for them to walk down, no peepholes at which they must knock. They walk straight into a clean, bright interior and talk over the counter in the way they are accustomed to in shops; there are chairs and a table at which they can read the literature offered them. In brief, the aim is to provide an atmosphere of friendliness.

The bureau was opened as an experiment at Christmas, 1934. It has proved an unequalled success. Many improvements have been made as the result of experience, and many lessons learned. To-day the bureau deals with an average of about a thousand inquiries of various sorts a week. It is open daily, including Saturday afternoons, for a total of fifty-four hours a week. It comes under the control of the publicity and development committee, whose general offices are in the same building. It is managed by the city development officer.

One of the Bureau's Window Displays

**CITY OF LEICESTER
CHILD WELFARE**

IS YOUR CHILD AS HAPPY AS THIS?

SEEK FREE ADVICE
HELP FROM THE
NEAREST WELFARE
CENTRE
INFORMATION CAN BE OBTAINED

25 CENTRES
7272 CHILDREN TREATED
76.4% ATTENDANCES

AT THE DAY NURSERY
CHILDREN WHOSE MOTHERS
ARE AT WORK, ARE HAPPY
AND WELL CARED FOR UNDER
EXPERT SUPERVISION.
HERE SCHOOLBOYS ARE
TAUGHT MOTHERCRAFT

IF NECESSARY, YOU CAN
OBTAIN FOR YOUR CHILD
DENTAL, ATHLETIC, SUNLIGHT
AND ORTHOPAEDIC
TREATMENT

IT IS IN YOUR INTERESTS AS
WELL AS YOUR CHILD'S TO MAKE
USE OF THIS FREE HEALTH
SERVICE



Top left: two cut-outs used in the window display shown on page 264 in place of the figure of the baby, with appropriate supporting photographs and show-cards. Right: the enquiry counter. Below: a bright corner of the bureau.

Few development committees have made such a point of public relations. At Leicester, unlike some places, this committee is exclusively a city council affair. Every effort is made, through window displays, literature published, and talks, not only to tell the public whatever they want to know, but to explain how local government operates and the variety of services for which the ratepayers pay. The almost abysmal ignorance of the public at large about the work of the local authorities is illustrated by the great variety of seemingly obvious questions asked at the bureau by callers and by telephone.

To meet this demand, the publicity and development committee recently published a handbook on the activities of the corporation in an original form. This book—"Civic Affairs"—contains many coloured diagrams and photographs and is widely distributed among the senior scholars in both secondary and elementary schools. In many schools teachers have used it as a text book for instruction on citizenship. It has been widely praised at home, on the Continent, and in the U.S.A.

Many questions asked at the bureau are technical, such as the character of the subsoil of the town, the degree of hardness of the water, house garage restrictions, vital statistics, and so forth. Many are more general, relating to the parks, museums, recreational facilities, hours of visiting at institutions, and health services.

The telephone is ringing all day with inquiries for the whereabouts of streets and important offices and buildings, or bus and tram services. The telephone exchange and police constantly refer inquiries to the bureau, and it is greatly in demand for the supply of information about the city and countryside.

People expect the bureau to be omniscient. We have even been asked for the nearest trout fishing to Leicester and, in bad weather, the state of the roads for miles around. Although such questions are outside our real purpose we always try to answer them. Our assistants are kept busy and have to be intelligent and alert.

For making a good impression on visitors to a town there is nothing which can compare with an information bureau. Foreigners make general use of the one at Leicester. In my view, the complex conditions of city life to-day make the provision of a public relations service not merely a convenient amenity, but a necessity.

MUCH COWSLIP MAKES THE GRADE

(Continued from page 263)

Despite this publicly expressed approval, there has since been a marked coolness in the attitude of my colleagues which is distressing to one of my susceptibilities. Though we who bear our colleagues' burdens do so without thought of reward, I resent being called "Judas," and warned not to go out alone after dark. If, therefore, any enterprising local authority requires a fully qualified, industrious, alert and intelligent officer of wide experience, and is prepared to pay a commencing salary of not less than £85 per annum, I am prepared to deprive Much Cowslip of my services.

Calling All Women.**HEADING FOR A SQUARE DEAL FOR ALL**

Women in N.A.L.G.O. are neither down nor out; they are determined to remove the causes of apathy and to secure a square deal for all, declares Miss IVA STANSFIELD, one of the two women members of the N.E.C., in this vigorous reply to the article on this page last month.

ALL the talk of the National Campaign on Salaries must surely have caused many of the women in the Service to say "What of us?" Indeed, the 20,000 or so women members in N.A.L.G.O. have a right to know how their interests are being represented, and to hear what is being done on their behalf.

The spirited and forthright statement of her case by the anonymous woman contributor writing on "Why Women Members are Apathetic," in the August LOCAL GOVERNMENT SERVICE, seemed to call for some reply: this is, perhaps, then an appropriate moment to take stock of the position of women in N.A.L.G.O., and to see where we are heading.

Let us take first this question of apathy. We do not deny that one of the main obstacles to women's progress in the Association's affairs is their lack of organisation outlook. It is consoling, in parenthesis, to note that, in the official N.A.L.G.O. view, this defection is to be regretted and is not a matter for rejoicing, as it was sixty years ago in the opinion of those who first advocated the employment, generally, of women in the public service.

Nevertheless, tradition dies hard. When, at Torquay this year, Conference revealed what, to some of us, was heartening evidence that the women's cause was "looking up," some quarters were inclined to look askance at these signs of progress, fearing lest some new feminine separatist movement was about to spring up within the Association. We are glad to have this opportunity of laying low that bogey and of recording our desire to make whatever contribution we can, not solely in the interests of the women members, but to the work of the Association as a whole.

Women's Part in Salaries Drive

Just as we gratefully recognise all that has been done, and is being done, on our behalf by our men representatives, so would we claim in our turn to have a useful feminine view-point to offer on matters of interest to the menfolk. One fine day that reciprocity will be recognised to the extent that women will be elected to membership of the National Council in fair competition with the men. None will rejoice more than the women members.

In the meantime, what efforts are being made to see that the women's point of view can receive a fair measure of consideration? Take, for example, the National Campaign on Salaries. We are told that the review of salaries and service conditions by the National Executive Council is a comprehensive one and that the women's interests are being considered as part of the whole problem, that there is no question of separate activity on behalf of the women, and no case for special pleading. This does not mean, however, that there is no opportunity for the women to play a useful part in this drive for improved conditions.

The National Executive Council has recently consented

(not unanimously, we ruefully admit) to co-opt a woman representative to the salaries and Whitleyism sub-committee of the Council. Also, not long ago, the principle was approved of providing for women's representatives to serve on provincial Whitley councils. In branches, too, where a local staff joint committee is in operation, the practice is steadily gaining ground of including a woman on the staff side. It rests, therefore, with the women members themselves to bring to the notice of their representatives all cases of hardship and injustice, so that useful evidence can be built up for use in the campaign, and so that a real understanding can be acquired of the problems awaiting solution.

Difficult Tasks Ahead

A further step forward was made with the setting up of the Women's Services Committee of the Council, and subsequently with the introduction of machinery in the districts, primarily to deal with matters affecting the service conditions and training of the municipal nursing staffs, secondly to consider questions concerning the organisation of women in N.A.L.G.O., to provide education facilities for them, and to give thought generally to the development of the local government Service as a career for women. It is hoped, too, that branches will set up similar machinery where local circumstances make it desirable, or at least that efforts will be made to encourage women to serve on branch executive committees.

We dare not be over-optimistic, nor do we regard lightly the difficult time that lies ahead. There are ticklish problems to face—problems concerning superannuation rights; the setting up of proper negotiating machinery for the public health nursing staffs; removal of anomalies and injustices of all kinds. Nevertheless, we feel that patience and tactful perseverance will take us in the right direction. To our discouraged friend writing in last month's LOCAL GOVERNMENT SERVICE, we say that we are not working in vain; the gaps in our ranks are slowly but surely closing. We need not study in vain, for our new post-entry training scheme envisages facilities for training and promotion for the women equally with the men. Besides, some local authorities already encourage their women staff to take courses in public administration, and give due recognition for suitable qualifications. We even hope that the antagonism amongst certain of our men colleagues will disappear when they understand our problems a little better; that when the prospects of improvement of their own lot materialise, the men will be less ready to express their resentment against the progress of the women in the Service.

We would not wish to appear complacent, but we are neither "down nor out." We are determined to do all we can to remove the causes of apathy. We are heading for a square deal for all.

CROYDON

FROM midnight to midnight, the machinery of local government functions unceasingly. Citizens sleep, wake up, go to their work, and return to rest, but—in some form or another—the municipal services work all the time, effectively and unostentatiously. Such is the tale which will be told to Croydonians through the medium of "Night and Day," a film on Croydon's municipal activities.

The film was originally sponsored by the local branch, but through the establishment of a joint public relations committee of the branch and the Croydon council, a grant of £100 towards the cost of production was made by the council.

"Night and Day" is being produced by a local amateur film unit, Rex Film Productions, whose president, D. Kerswell, owns a fine private cinema. Co-operating with the unit is Channon Wood, of Ace Movies, whose prize-winning film, "Plan for Kensington," was shown at the N.A.L.G.O. Conference at Blackpool, in 1938. Also assisting is a local departmental store which has lent its studio and equipment, whilst the firm's film expert, P. L. Bacon, is doing much of the camera work. The combined unit, with representatives of the



MAKES A FILM

branch's public relations committee, is working under the title of Rex (Public Relations) Film Productions. R. P. Blennerhassett, honorary secretary of this unit, has already produced a sub-standard film on "Croydon's Parks and Open Spaces."

To have the ready support of a local film group is an immense asset to a branch in its public relations programme, not only in the production of films, but in the organisation of film-lectures. Rex Film Productions are providing the equipment for a set of film-lectures on municipal affairs—showing films selected from the N.A.L.G.O. list—at the Central Library, under the title of "More About Croydon," this winter. The series is being arranged by the branch.

The keen co-operation of principal officers and their staffs has in no small measure contributed to the ease with which the shooting of the film has taken place. It is hoped that the film, which will consist of two reels to run for about twenty minutes, will be ready towards the end of November,

PICTURES show Mr. Channon-Wood directing the shooting of scenes in the film "Night and Day."

so that it may be released for showing early in 1940 to rate-

payers' associations, schools, youth clubs, Scouts, and other bodies concerned in civic activities.

Although a silent film, a commentary, in pamphlet form, suitable for use by a lecturer, will be prepared.

N.C.I. NEWS for the AMBITIOUS OFFICER

Rating and Valuation—Those intending to sit for the intermediate or part 1 of the final examination of the I.A.R.V.O. in 1940 should ENROL THIS MONTH with the Nalgo Correspondence Institute.

N.C.I. courses have been completely revised to cover the new I.A.R.V.O. regulations and syllabus.

SUCCESSSES—Of the students who sat for the I.A.R.V.O. examinations, 53% passed the intermediate, and 42% passed the final.

Relieving Officers—Of the students passing the Relieving Officers examination of the Poor Law Examination Board, no less than 48% were N.C.I. students.

Clerical Assistants—Many of the successes at the Clerical Assistants and Institution Officers examination were obtained by N.C.I. students.

N.C.I. 24 Abingdon Street, Westminster, S.W.1.

Please send particulars of N.C.I. courses to—

Name.....

Address.....

EDITORS FORM A BLOCK-EXCHANGE.

TO say that illustrations enhance the attractiveness of the printed journal is but stating the obvious, yet one of the main difficulties of a branch magazine editor is obtaining suitable blocks for printing them without materially increasing production costs. Four journals, including the *Manchester Guild Journal*, whose editor W. Barker is an acknowledged expert on the printers' art, have taken the initiative, and, by the exchange of blocks and organization of photographic competitions, have developed an art policy which has completely revitalised their journals and raised their standard out of all proportion to the trouble and expense. Bradford's *Quarterly Review*, *Camera Principis* (Coventry), and *In Print* (Birkenhead) have followed Manchester's lead, and results are thoroughly justified.

In order that other printed journals may take advantage of the benefits of illustrations, large and small, a "Blocks Exchange" is being formed whereby blocks may be exchanged between editors. The only expense will be that of postage and packing.

An important factor, however, arising from the exchange of blocks is the *quality of paper* used. Indeed, whether illustrations are included or not, good quality paper is strongly advocated, for paper undoubtedly plays a large part in creating an attractive appearance. To gain the utmost effect from blocks, therefore, it is suggested that the editor who has not already done so, might consider the possibilities of using better paper, either a super-calendered paper—suitable for blocks of 100 screen—or, if he can afford it, an imitation paper.

TYPE FACES FOR BRANCH MAGAZINES

By W. BARKER, Editor, *Manchester Guild Journal*.

IT is not too fanciful to suggest that the character of a magazine is to some degree created by the style of type-face in which it is set. The effect is subtle, but it is probable that the appearance of a page and the boldness or lightness of a type-face influence even a reader who is not type-conscious. The lay-out men of advertising firms know this well, and take pains in choosing type-faces which, by their appearance, are most suitable for "putting over" the desired message.

Bpt. Times Roman

In magazine work, only the luxury productions can, when it is desirable, use several founts for the text. Most magazine editors must choose one fount which will give a general impression. As examples, one might compare LOCAL GOVERNMENT SERVICE and the *Penguin* series of "sixpennies" set in Times Roman, with *Beano*, 1939 set in Plantin with headings in Bodoni Bold; *Lilliput* in Garamond and Ultra Bodoni; *Municipal Journal* in Old Style and Erbar Bold; *Public Assistance Journal* in Modern and Gill Sans Bold; *Local Government Finance* in Veronese, and the N.A.L.G.O. Annual Report in Gill Sans. Bpt. Garamond

It will be agreed, after comparison of these specimens, that the class of faces of which Garamond is an example creates a lighter and more graceful impression than, say, Plantin, Veronese, Modern, or Gloucester, the last of which runs second in popularity to Old Style among branch magazines. Times Roman and Bodoni have precision and exactness which seem to go well with authoritative statements, but are less suitable for lighter matter.

Bpt. Plantin

Gill Sans is really a display face increasingly being used for display effect in the letterpress of catalogues and fashion magazines. Old Style is formal and precise, but lacks colour and character. Its chief merit is that it can be used with

Erbar Bold
safety for any class of work, and is, therefore, stocked by almost every printer.

Generally, it is advisable in the class of magazines produced by our branches, to choose a face for the body of the

For the further guidance and interest of readers, the headings on this page, and Mr. Barker's article, are printed in some of the type-faces he mentions. The face used is indicated after each.

magazine which does not draw attention to the individual characters, one that is tranquil and clear, and which, when seen as a mass of letterpress, has the desired appearance.

Bpt. Old Style

Only slightly less important is the choice of a type face suitable for the paper to be used, although the ideal would be to choose a paper suitable for the type-face. Some of the heavier faces—Plantin, Veronese, and Bodoni—have too solid an appearance for easy reading on a good white imitation art or coated paper, unless the lines are

generously leaded or set in a narrow measure. These faces are more suitable for papers with a dull surface. Lighter faces, such as Garamond, Old Style, Granjon, Estienne, Ronaldson, and Centaur although often used on cheap papers, look their best only on papers of a better quality.

Bpt. Gill Sans

The basis of the system on which type is cast is the point. There are 72 points to the inch. The unit of measurement is the Pica (12 point) "em," which measures one-sixth of an inch. Body types are usually cast in 6, 8, 10, and 12 point sizes, and one inch of type set solid (that is, without leads between the lines) will contain 6 lines of 12 point, 7 lines of 10 point, 9 lines of 8 point, and 12 lines of 6 point.

Bpt. Modern

The size of the type used for the text of a magazine is dictated by the size of the page and by the length of the lines. If a long line is set in too small a point size it will cause "doubling," that is, the reader may accidentally re-read some of the lines.

In octavo magazines, 10 point type is the most suitable. On a quarto page, 10 point is usual if set in two or more columns, but if set in one column, 12 point should be used to compensate for the wider measure.

Bpt. Gloucester

COMMENTS ON THE NEWCOMERS

Ultra Bodoni

WE hear that *The Nalgrovia*, Carshalton, has been in existence nearly two years, though it has only recently reached our notice. By its bright appearance and lively subject-matter, it can certainly be said to have justified its publication. Edited by R. C. Parr, it is issued quarterly and sold at sixpence to eighty readers of a staff of ninety.

Another duplicated quarterly, selling at twopence, appeared for the first time last June, under the temporary title of *The Query* until the "What Shall We Call It" competition brought forth a better. *The Query* is the new staff journal of Finchley branch,

edited by Kenneth Smith of the North Finchley district library. Like the *Nalgrovia*, it is a very likeable magazine, but one thing about both is rather surprising—they are completely silent on the work of their local N.A.L.G.O. executives.

The possibilities of the use of the magazine as a spotlight on executive activities should not be overlooked.

The third of the new arrivals, *The Green Light*, printed and issued free monthly by the West Ham branch, is a complete contrast. Its editor, W. D. Grover, with a refreshing directness, sets out its aims: "We hope also to maintain enthusiasm in local N.A.L.G.O. affairs. We are not the mouthpiece of the executive. The views we express are not necessarily theirs, although we hope they will be acceptable to our members. We do not wish to dictate, but to ascertain branch opinion."

Gill Sans Bold

MAGAZINES ADDED TO THE LIST

Carshalton ...	NALGROVIAN	R. C. Parr, Council Offices.
*Finchley ...	QUERY	Kenneth Smith, North Finchley District Library, N.12.
West Ham ...	THE GREEN LIGHT	W. D. Grover, Municipal Offices, The Grove, E.15.

* The Editor has agreed to allow all material in his journal to be reprinted in other magazines without fee or prior consent, provided acknowledgment of source is made.



Man's Solid Silver Wrist Watch on Crocodile Morocco or Pigskin Strap. £3.5.0.

HERE'S a bargain in WRIST WATCH ACCURACY for MEN

3/- WITH ORDER can make you the owner of Benson's £3.5.0 SOLID SILVER wrist watch for men. You can pay the balance in 12 monthly sums of 5/- and a final sum of 2/-. Fully-jewelled lever movement. Benson's full written guarantee for accuracy and reliability. Sent in velvet-lined cases.

5/- WITH ORDER can make you the owner of the same model in SOLID 9-ct. GOLD. 10 monthly sums of 10/- and final sum of 5/- complete payment of low price—£5.10.0. Post coupon for free wrist watch catalogue and special order form.

Details of SPECIAL DISCOUNT to N.A.L.G.O. members may be obtained by posting the coupon.

YOU CAN HAVE THIS SOLID 9ct. GOLD CHAIN

with

BENSON'S

Solid Silver 'City' Watch

This offer is your opportunity to obtain Benson's 'City' watch—renowned for its ACCURACY—complete with a solid 9-ct. gold chain, for a specially reduced first payment of only 5/- with order. The 'City' watch has a fully-jewelled lever movement covered by Benson's full written guarantee, and a solid silver double bottom case. This offer includes the chain which is of Hall-marked solid 9-ct. gold and is full pocket-to-pocket length (15 inches) with bolt-ring, swivel, bar and drop-piece. The balance of the low price of £7.10.0 (for the two articles) is payable in 14 monthly sums of 10/- and a final sum of 5/- No extras for monthly payments. For many years to come you'll be glad you became the owner of such an accurate, reliable, long-lasting watch, and under this offer you also secure the gold chain. Post coupon now for free pocket watch catalogue and special order form.

N.B.—Watch and chain can be bought separately. Watch £3.5.0, for 3/- with order, 5/- monthly and a final sum of 2/- Chain £4.5.0, for 5/- with order and 10/- monthly. No extras for monthly payments.

FOR ONLY

5/-

WITH ORDER



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|--------------------------|-------------------------------|
| <input type="checkbox"/> | A Pocket Watches, Chains |
| <input type="checkbox"/> | B Wrist Watches |
| <input type="checkbox"/> | C Rings (in Colour) |
| <input type="checkbox"/> | D Jewellery, Cig. Cases, etc. |
| <input type="checkbox"/> | E Plate, Cutlery, etc. |
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Please send, post free, illustrated catalogue(s) I have ticked, and details of monthly payments and SPECIAL DISCOUNT to N.A.L.G.O. members

NAME

ADDRESS

..... (L.G.S. September) **POST NOW!**

Competition Result: BRIGHTER CONFERENCES

BRIGHTER holidays seem to have been a more popular topic than brighter conferences among our readers during the past few weeks. Nevertheless, though few critics seized the opportunity, those who did provided some interesting suggestions, which we have space only to summarise:

Cut Conference to two days only—a Friday and Saturday at the end of May. Restrict the first day to discussion of the N.E.C. report and motions referred by the N.E.C. Devote the second day to papers by eminent politicians, economists, scientists, authors; local government films, and visits to local places and objects of interest.—R. Charles, Sheffield.

Restrict delegates to two from each branch; offer prizes for the best delegate's speech and for an essay on N.A.L.G.O. policy and future work, to be read at Conference; invite bigger "guest speakers"; cut out or limit subordinate matters; have a film show; organise a local government exhibition.—A. S. Roberts, Bermondsey.

Abolish B. & O. trophies presentation, and refer B. & O. Fund topics to separate meeting of subscribers only; defer presentation of sports trophies to end of meeting; apply guillotine, except where Conference votes otherwise; forbid revival of lost resolution for three years, except on N.E.C.

report; forbid motions to alter rules save by N.E.C. and district committees; arrange broadcast address by prominent person on local government.—F. A. Bristow, Hastings, who added the following dicta for delegates:

Cultivate the art of listening to a voice other than your own.

Don't nag the Executive (poor people!) Cheap publicity is in bad taste and is not good publicity. Take Conference seriously and you will get plenty of fun out of it.

First prize goes to N. W. Bingham (Maidstone) for an entry that contains a number of constructive and practicable proposals which we can only summarise:

Make Conference more successful as a means of determining and strengthening N.A.L.G.O. policy, as a vehicle for stating the Association's views to the public, and as an opportunity for airing grievances and discussing the more practical details of organisation, by separating the important from the trivial and major questions of policy from minor alterations to rules.

Discontinue the "school prize-giving" reception of B. & O. Fund purses and presentation of trophies; Follow the presidential address by detailed "policy statements," preceded if necessary by the circulation of "White Papers," by appropriate N.E.C. members, on such subjects as the national salaries campaign, public relations, education, or

the local government officer's post in national service. This would provide opportunity for expounding the Association's views to the Press and the public.

Devote the second morning to debate on motions no controversial problems and possible lines of development—subjects on which opinion is insufficiently formed for definite decisions to be reached.

Second prize goes to T. G. Barton (Manchester), for five suggestions:

1. Arrange for the B.B.C. to broadcast the normal debate on an important subject of general interest, on the lines of "Public Enquiry."

2. Allocate a special session to the discussion of policy, both on specific motions and in a general way.

3. The N.E.C. should introduce a series of motions of an advisory character, based on N.A.L.G.O.'s policy and officials' administrative experience, as distinct from salaries and service conditions.

4. Invite representatives of kindred associations, such as the Civil Service Clerical Association, L.C.C. Staff Association, T.U.C., and Municipal and County Councils able if necessary to state the attitudes of their organisations on particular questions.

5. If increased publicity and prestige are desired, hold the 1941 Conference in London, invite the Minister of Health or the Lord Mayor of London to open it, and broadcast his opening speech.

Will the Eastbourne author of the entry to the August Competition signed "No Name" please send his name and address (not for publication)?



Short-sighted Folly

A local council recently received a request for a permit to use a certain house and grounds as a breeding-place for lions. The request was refused. Such narrow-minded bigotry, such lack of vision will bring this country low. People will simply go somewhere else to breed lions. Laugh that off.

* * *

Local Government Post-Bag

Dear Sir,—I am rather worried about not being able to trace my child's birth as I am in want of it now she was 14 on the 11th of this month (July 11), and I want it before the summer holidays for school because she leaves then and they must see it and then I want it for work for her I can't understand it at all, now I come to think about it she was born at —, and I went straight to the Homerton hospital and I work at —, and she had the same father what I have put on the form as you will see I can't tell you any different I do hope you will be able to trace it for me otherwise what can I do about will you kindly try for me kindly thanking you for your trouble.

Yours Truly

Biggleswade, Beds.

* * *

A Serious Flaw

Councillors of Luton (Beds.) driving through the darkened streets during a black-out test, congratulated themselves on the response of the town.

Then they turned a corner. Like a searchlight in the darkness shone the light from a bedroom. And as they passed the house they saw a woman undressing.

Mr. C. C. Dillingham, the deputy mayor, told the story of the bedroom scene at last night's meeting of the council.

"It was nothing to get shocked about," he said later. "It was just one of the few flaws we found."—(News Item.)



"The most valuable of all boons on this earth is privacy. Neither the rich nor the the poor have it. It is the exclusive luxury of the middle class."—H. L. MENCKEN.

AT RANDOM By "HYPERION"

Enterprise

"Mr. Blank, who built up a flourishing business, started in the trade with only one horse. He leaves four sons and four daughters."—Provincial Paper.

1066—The Truth

"At last a Norman shot up into the air, and landed in Harold's eye."—Common Entrance Paper.

They Also Serve . . .

Two A.R.P. stories revealed to Warmley (Bristol) Rural Council:

A.R.P. workers at Beach reported that they had so little to do that they had spent their time "covering up glow-worms with dock-leaves to hide them from the aircraft that never turned up."

A volunteer "casualty" was labelled "severed artery," ordered to sit by the wayside. After waiting more than two hours for a first-aid party, the "casualty" took off his card, wrote on the blank side, "bled to death, gone home," and vanished.

Joke

Il faut souffrir pour être Edison Bell, as the man said after listening to an early gramophone record.

Barking News

My Barking correspondent writes: Wuff-wuff.



Our Efficient Telephone Service

I explained shortly that I was making a call. I asked for "Trunks." She gave me "Telegrams." "Telegrams" gave me "Directory Enquiry." "Directory Enquiry" gave me "Exchange." So I asked for "Operator." Then, without any warning at all, I got "Trunks." From "Letters to Officialdom" in "Punch."

* * *

Out for the Count

"This was carried by a majority of four votes, fourteen being in favour and then against."—Minutes of Meeting.

It would have been quicker to toss.

* * *

The World Goes By

"Mrs. Bridge (president) presided at the monthly meeting of the Turville Women's Institute. Owing to an accident to Miss Green's car, the demonstration on 'Uses of old newspapers' could not be given, and Mrs. Garson gave a talk on local government."—Reading Mercury.

* * *

Library Stories

The work of the children's library is not without its lighter side, as the following remarks overheard will illustrate:

"I've got two tickets, miss. Can I 'ave three thin books?"

"Can I wash me 'ands, lidy?"

"But they're not dirty, sonny."

"O, let me wash 'em, anyway."

On seeing child taking out the Story Bible:

"So you're going to read that, are you?"

"Oh, no, miss, it's for me bruvver. 'E needs it."

From the annual report of a Borough Librarian.

WORDS OF GOOD CHEER

Pronunciamentos Recently Uttered by Persons of Authority Which Should Be Reassuring to the General Public

REASSURED
Children

REASSURER
Mrs. Sidonie M. Gruenberg,
Child Study Association of
America

REASSURANCE
A child should never be punished
for untruthfulness.

Families

Dr. Paul C. Young, Louisiana
State University
Dr. Buenaventura Jimenez,
University of Michigan

Grumbling, nagging, and spitting
are signs of a healthy family life.
Persons thus afflicted usually have
higher intelligence quotients than
non-sufferers.

Average bridge-
players
Sluggabeds

Oswald Jacoby, American
Contract Bridge League
Dr. Joseph Jastrow, Univer-
sity of Wisconsin
Professor Harold Seashore,
Music Teachers' National
Association

No bridge-player's game is more
than 75 per cent perfect.
There is absolutely no virtue in
early rising.
The voices of even the greatest
singers are off pitch 80 per cent
of the time.

—W. E. Farbstain in The New Yorker.



Husbands' Corner

Husband at Willesden

"My wife says yes and I say no, and then we do what she wants."

Perhaps It's O.K. For Him

"My husband's allegation that I encourage our son to be insolent is not true," said a wife at the Tottenham court. "I've always taught him to call his father 'Big Chief' out of respect."



If you crave for
BABIES
be sure to take
the remarkable medicine
CHIU KU YUAN
\$1.00 per pill

—Adv. in the China Press (Shanghai),
March 31.

Does your wife suffer
from
SKIN DISEASES?

If so take regularly
the remarkable medicine
CHIU KU YUAN
she'll soon restore her
natural health
\$1.00 per pill

—Adv. in the same paper, April 7
If she itches for a baby, take two pills.

In the Doctor's Correspondence

"Dear Doc:

"I know you are a bissey man but I want you to study my case very careful and you will be doing a real good job for me if you can make out to tell me wots the matter with me. It don't seem to be fisical my arperities fine very harty stomach O.K. akes and panes O.K. strong like a ox and pitch hay like everything and if I kept losing my hare like I do I'd soon be bald like father. but thats not the mane trouble . . . natchurality things mite be a hole lot worse for me but at the same time they mite be hole lots better. Now doc I want to ast you something I think it would be a good thing for me if I got married but there seems to be something the matter with me. I get to think a lot of a girl and then I get afeared of her somehow and hang back and then she gets mad with me and then when I see wot I've done I am sorrie and worrie like everything about it but at the same time I cant help being afeared of her I get both afeared of her and afeared to get married but at the same time I am very fond of the ladies and when I am home I feel very lonesome for some different company anyways at night I get as lonesome as lonesome and don't hardly know wot to do with myself. Well now doc I don't know if you ever felt like me when you was young but can you tell me wot do you think is the corse of my being afeared of a girl. it don't seem natchural to be afeared of her. Do you think it is becorse I am trubbled with some nervus disorder or wot not?

"Yours truely."

PERHAPS?

An Optimist

There is a fairly extraordinary letter from William Gutteridge, 27-year-old Harlesden electric-arc welder.

He wants the Daily Express to pay his



expenses to Berchtesgaden or Berlin, provide an interpreter, arrange a personal peace interview between him and Hitler.

"I admit," he says handsomely, "after I had been successful, the present diplomats would be made to look very silly. My only doubt is whether the Express is powerful enough to comply with my request."

Doubt shared here.

—William Hickey in the Daily Express.

SOME Satisfaction, Anyway

I sometimes wonder whether the continued popularity of crossword puzzles is not largely due to the fact that here, in a world of insoluble problems, are problems capable of being solved.

—Robert Lynd.

Tailpiece

Applicant for post of mental attendant at Blank hospital stated on the form of application:

"Experienced all types of insanity—served with H.M. Scots Guards, 1928-1931."






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he pays sufficient to get     , or even more,

what couldn't he do with the money? Take a  round the

 ? Or buy a  or a  by the  ?

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INSURANCES TO :

My age next birthday is

READERS' FORUM



ETHICS FOR THE OFFICER "Masterpiece of Unreality"

In your "Notes and Comments" in your July number you describe this strange medley of altruistic sob-stuff and veiled suggestion of willing acceptance of filching of our freedom as a Conference achievement. If our branch subscriptions go to help grown men solemnly deliberate on such stupidity, then it is about time that Conference concentrated on more commonsense objects.

Who on earth is supposed to benefit by this high-flown screed? Any intelligent man is capable of avoiding conduct that would cause him to fall into any of the grievous sins outlined in the "thou shalt nots." On the other hand, if a man is determined on a career of crime and roguery, then no exhortations from Conference to be a good boy will put him off!

However, the most sinister part of this masterpiece of unreality is the reference to positions where duty and private interests conflict. It would be enlightening to know more exactly what is meant by interests. It seems to us that there is no real basis of comparison between what a man does in the course of his occupation, and what he chooses to do in his own time. Unless, of course, we belong body and soul to our employers.

TEN MEMBERS, ELECTRICITY Dept.
Croydon.

And More Criticism

The Conference discussion on the Code of Conduct was interesting, especially the point raised by Mr. W. H. Williams, East Ham. I should like to add my personnel comment.

"The first duty of a local government officer is . . . undivided allegiance to the authority . . ."

Surely the first duty of any thinking person is to remember that he is a human being, that a magnificent heritage of achievement and thought is offered him, despite the sordid blotches which the selfishness of individuals has contributed. There lies within him the latent power to overcome even that selfishness, held back only by arrogance, convention, and fear.

So let us say a local government officer has as his first duty an undivided allegiance to the spirit of being; seeing, for instance, in his labours in the civilised world, a channel whereby he may attempt to make the powers of Universal Love flow. Authorities employing, as we know, often cannot command, by their nature, the undivided allegiance that Love can.

The statement mentions "private activities." Where does the line run that divides public and private? Are we local government people to carry on a tradition of being two-faced—smug and learned on duty, and despising it all in our leisure?

"For that conduct, public service is entitled to demand the highest standard."

What a purple patch of meaninglessness is here!

The third paragraph, introducing the analogy of the court of law, is unfortunate. We all fall out over the word "justice." It is never convincing to say that "justice" is manifestly seen to be done in the courts. It depends on which way you look at it. You say that it is a maxim laid down for a court of law. Whether the machinery of legal justice regards the maxim seriously is another matter. I would advise all local government officers to study the actual investments (direct and indirect) of the ruling classes who organise our judicial machinery. It is enlightening. If such knowledge could be widespread, along with much more that probably will never be disclosed, "public confidence" in legal and governmental integrity "would be shaken, etc.," and would by no means be ill-founded.

" . . . Public servants must not only be honest in fact . . ."

Does this mean legally honest, such as probably everybody is already? Or does it mean an honesty that will consider no subterfuge, no rules or clauses to hang pretences on?

" . . . But must be beyond the suspicion of dishonesty."

"Suspicion" here is a weak link in the sense. It depends entirely on the suspecter's viewpoint. Obviously, a conservative suspecter would be suspicious of a non-conservative officer's moral values.

"He is not to subordinate his duty to his private interests."

What if the private interest is an unflinching belief in the Love of the Universe and the power of all living beings to merge with it? Must that, and all its implications be subordinated to the "Oh, so very important" aspect of finding a 2d. mistake in the casting of an accounts register? Or what of the library assistant who meets repeatedly the tragic figure of the "intellectual" or the "dope," both victims of "literature." Must he recommend "a nice lerve story" or "a sticky murder" to borrowers, all as part of his duty, and yet knowing all the time the undesirableness of it?

"The public expects . . . etc. . . ."

This is an old tag. What is "the public." We mustn't forget it is made up of prosperous tradesmen and their indebted customers, sophisticated animals and "outraged" individuals, among other things. And if ever the "public" had one voice, you may rest assured it was awakened by the newspapers or something like that.

And, although it looks pretty on paper, "an inflexible and fastidious standard of integrity and conduct" means nothing when you're at your job. It is, like all other attempts at institutional virtue, a clever play on words.

And, finally, when the inevitable change

in the structure of our society comes about, the conduct of government officers, national and local, will become a considerable element. How far will a code of conduct be followed when the current of social thought turns against the comfortable philosophy of our middle class professionals?

You might suggest a personal responsibility to each officer to realise that he is a person taking his part in the very inefficient (as yet!) machine of civilisation. He is not important. In many cases, he is not even necessary. His power as a human being is the vital thing, and power and position in a town hall mean nothing. Out of that realisation, we may come to a greater conception of life—a desire to love and be loved, and to be ready to accept one's place in the magnificent force of the Universe.

G. H. DAVIES.

Plasnet Library, E.6.

Destructive criticism is easy. Will critics of the statement on professional ethics be constructive, and suggest alternatives more to their liking? We shall print them if they seem worth it.

Courtesy—as a Tramp sees it

On your July cover you state that Public Service calls for a high standard of conduct on the part of public servants. May I venture to draw attention to one instance of this? I am a tramp, and sometimes officials will accost me and, often without preamble, ask: "Where do you come from?" "How do you come to be on the road?" and other such questions. There are things in my affairs which it is painful for me to go into and, in any case, I am not one of those people who are ready to disclose their affairs to strangers. I don't pull strangers up in the street for coppers and I don't care to be pulled up by strangers, even if they happen to be officials, and called upon to "stand and deliver" a personal account of myself.

On one occasion when I asked an Institution Master not to ask me questions about myself, he replied: "You know who I am, don't you?" He hadn't gone to the courtesy of introducing himself, nor of giving me any reason why I should be asked questions. There are questions I am bound to answer upon admission to a casual ward but I don't think that means that I need answer any questions anyone likes to put to me at any time. There are things for which I am bound to look to an institutional official, but that doesn't say that I am ready to put my affairs entirely in his hands.

It might be an excellent thing if the accepted procedure in any official business were for the business itself to be settled first, and then for the official to say: "Now I'm afraid I shall have to ask a few questions." In that case, officials might come to discover how small a part asking questions played in finding out what it was necessary to know in order to be

able to do the right thing in any matter. They might also use the forms of courtesy—e.g. instead of "What's your name?" "Would you mind telling me your name?" and so forth.

JACOB J. BERLIN.

Manchester.

N.A.L.G.O. PEACE SOCIETY

Many Members Interested

You kindly printed a letter from me in the March number regarding the formation of a Peace Society. May I thank members who have written in response to this proposal? I will be writing to all of them shortly, making some definite suggestions. In the meantime, if any other members would care to communicate with me, I shall be pleased to receive further suggestions and will keep them informed of future developments.

There is a great need to-day for peace-minded individuals, and it was pleasing to receive the large number of letters that were written from all over Great Britain. Lastly, stamped addressed envelopes were much appreciated.

8, Kingswood Avenue, W. G. FORD.
Thornton Heath.

NEW MEMBER'S COMPLAINT

His Money Taken—Nothing Done

A few months ago, I became a junior clerk in a large municipal authority. I entered local government with rising aspirations, prepared to do my utmost to fall in line with others in the Service. When I was approached to join N.A.L.G.O., I did so with enthusiasm. For two months I tendered my subscriptions without question, awaiting developments. Nothing happened. Now, after four months, I am still waiting to receive some form of recognition, and to learn something of N.A.L.G.O., its aims, policy, and accomplishments.

It has been brought to my notice that nothing is ever done to welcome new members and initiate them into the ways of N.A.L.G.O. The new junior just pays his subscriptions every month—and that is all. Perhaps that is one of the faults of N.A.L.G.O., although perhaps not altogether due to them. Lack of co-operation by local secretaries is bound to engender lack of enthusiasm on the part of local members. An ancient adage has it that "the strength of a chain lies in its weakest link," and it is certainly applicable in this case.

More vigorous support on the part of members would mean more influence for N.A.L.G.O. But without co-operation, N.A.L.G.O. will never succeed. Please do not assume that I am casting aspersions on our worthy secretary or on N.A.L.G.O. itself, but the question is: "Who is at fault and what is being done about it?" The method which would, I think, clarify the situation, would be for every new member of N.A.L.G.O. to be presented with a booklet expounding the policy and aims of the Association.

Is it asking too much?

BUDDING ASPIRANT.

It is certainly not asking too much. Literature has already been prepared for this purpose. Every new member should receive it—with a welcome to the Service.

CONFERENCE MANNERS

"Childish Rowdiness"

It is high time steps were taken to eliminate the childish rowdiness which has persisted at Conference for many years. This constant "stamping down" by delegates who, in my opinion, attend Conference at the expense of their branches for a good time, does nothing to enhance the prestige of our Association.

Even when the motion of the N.E.C., "Ethics for the Officer," was being considered—wherein we find the suggestion that the officer should be courteous to all with whom his duties bring him in contact—a large number of delegates displayed gross discourtesy.

The public, and the Press, form their opinion of us by the way we conduct our own business at Conference, and in my opinion, as one who has attended Conferences since 1926, the conduct of delegates at Torquay did little to enhance the prestige of the local government officer or the Association. A little more attention to personal attire might help!

One or two delegates who spoke from the platform gave me the impression that they had raked out the dirtiest pair of flannel trousers they could find, borrowed a dirty green or blue open-neck shirt from some low-down dictatorship organisation, and got up too late to shave. I know it was hot at Torquay, but surely it is not too much to expect delegates to dress decently! After all, Conference is a business and not a promenade concert—as one might imagine by the constant stream of delegates in and out of the hall!

Now that official comment has been made on the subject, perhaps the President will assert his right to govern Conference and determine when, and how long, a delegate shall speak.

Town Hall, M. E. FITCH.
East Ham, E.6.

FILLING VACANCIES

Plan for Uniformity

May I make the following suggestions of points for discussion, with a view to ultimate codification by N.A.L.G.O.:

1. Appointments below the following salary levels to be filled locally:

	Provinces	London
Males	£130	£150
Females	£100	£130

These are considered to be the lowest salaries at which a single officer can maintain himself in lodgings, and smaller posts should, therefore, not be advertised nationally.

2. The policy of "promotion from within" should be left to the local council, and applications should not be invited if there is little intention of appointing an "outsider."

3. Testimonials should not be required except from candidates selected for interview. An advertisement which calls for the conventional "three recent testimonials" and attracts 200 applicants, puts 600 chief officials to a deal of trouble and correspondence; thus 800 people are disturbed so that six candidates may be interviewed!

4. A courteous "letter of regret"

should be sent to unsuccessful candidates, stating:

(a) that the post has been filled;
(b) name, present local authority, and qualification and or present designation of the successful candidate;
and expressing thanks for his trouble in preparing his application.

There are other points of etiquette and principle which could be added, but the above are the main considerations. If there is to be any degree of national uniformity in the matter of filling vacancies,

F. H. DEARNLEY.

Chief Internal Auditor.

Town Hall,
St. Helens.

WHERE SALARIES ARE BAD

"Black List" Proposed

A useful means of furthering the progress of the Association, and of the Salaries Campaign in particular, would be to compile a "black list" for the benefit of intending applicants for appointments. The "black list" would comprise authorities whose staff policy was "more work for less pay," whether the policy be expressed in terms of inadequate salary scales or medieval working conditions.

It would be compiled by Headquarters acting on the recommendation of district committees or individual branches.

Monthly publication of the list in LOCAL GOVERNMENT SERVICE would prove a sobering influence after reading "Hyperion." If that procedure be too invidious, why not a quarterly bulletin, price 6d., the proceeds for B. & O. Fund?

If the proposal be rejected as impracticable, it can only be assumed that the list would resemble the *Municipal Year Book* in its comprehensiveness. In that case, I suggest a "white list" with monthly bulletin, price 1s., the proceeds for the B. & O. Fund, which would need no further source of revenue.

Luton, Beds. "ALFA."

EQUAL PAY FOR EQUAL WORK

Call to Women Members

May I express the hope that the "woman" responsible for the article on page 236 of the August journal will keep on trying to interest her sex in the need for trade union organisation to better their conditions in the service.

The Aberdeen Conference accepted the principle of "equal pay for equal work," but little seems to have been done since then to promote that object.

The great need, in my opinion, to hasten this end is strong women's sections in all "public service" organisations, with women organising secretaries to focus public attention on the fact that female labour is largely complementary to male labour in all these undertakings, and that there is no biological or physical reason for differentiation in status.

6, Sycamore Place, JOHN M. SCOTT:
Dundee.

CRITICS' CORNER

"Slur" in Conference Report

The executive committee of the Lancashire County branch regrets the tone adopted in the report dealing with the branch's amendment on the teaching of Civics, on page 16 of the Conference Supplement in the July journal.

The branch's amendment was reported to the North-Western district committee,

who advised support, believing that our wording was better than that of the N.E.C. The fact that 367 delegates voted for the amendment shows that it was not so much out of favour as your reporter would make believe.

The statement that "so far the debate had been on a high level" rather bewilders our branch delegates, because, up to the amendment being proposed, there had been no debate.

The Lancashire County branch hopes that any branch criticising the wording of an N.E.C. recommendation will not be subject to a slur such as has been thrown by your reporter, for the moment turned critic, at this branch

Hon. Secretary, E. HELM.
Lancashire County Branch.

The N.E.C. submitted the following resolution:

"That this Conference, believing that the vital importance of local government administration demands an enlightened populace to ensure such administration being increasingly useful, efficient, and financially sound, feels that in all types of schools and educational institutions there should be afforded the opportunity of studying the principles, methods, and aims of local government, and therefore urges the Board of Education to encourage local educational authorities, governing bodies, and other educational institutions, to consider the introduction of a comprehensive and suitable curriculum on the subject in all schools and universities."

There was no reason why this resolution, opposed in principle by nobody, should not have gone forth as the unanimous view of a gathering representing 114,000 local government officers.

But Lancashire County chose to criticise the wording, submitting what in our view was an inferior resolution:

"That this Conference urges the Board of Education to encourage local education authorities, governing bodies, and other appropriate educational institutions, to introduce a suitable curriculum on the subject of civics in all appropriate schools and in the universities."

This it forced to a division, with the result that newspapers next day, announcing that "by 367 votes to 351, delegates agreed to urge the Board of Education to introduce a suitable curriculum on civics," gave the impression that nearly half those voting opposed the move.

We regard Lancashire's resolution as inferior because it failed to give any reason for the course urged—essential in a motion primarily designed to bring an object to public notice—and, worse, because it substituted the nebulous word "Civics" for "local government." "Civics" can mean anything, from constitutional history to boy scouting, and few words are more likely to send teachers running in the opposite direction. The N.E.C. wanted schools to teach local government. Lancashire County's amendment robbed the motion of that definite purpose and, by dividing Conference, destroyed the propaganda value of the debate.

It was for this reason alone that we criticised the branch. Had the authorship of the resolutions been reversed we should have criticised the N.E.C. in similar terms.

"MISPLACED HUMOUR"

Treasurer Darling Replies

I was interested to read your comments on speeches delivered to the Institute of Municipal Treasurers and Accountants in which you take me to task by implication for having brought some light relief

into what is a serious matter—the subject of the burden of public expenditure. The impression which you have is, however, at variance with my own. The subject was treated seriously by my friend Treasurer Greenhill and myself, and the subsequent discussion indicates that the views expressed were of real interest and value. Speakers from different parts of the country referred to the speeches as excellent, racy, original, illuminating, and in similar terms.

Your taking me to task in this matter seems all the more remarkable to one who is an occasional reader of your journal. I know of no journal of its character which endeavours more brightly and more entertainingly to present its views. There are, for example, in the issue in which you comment on my tendency to humour, two illustrated jokes which to me seem even below my own standards; a comic picture with a comic article called "Revolt in Much Cowslip"; and two pages of jokes and comments under the heading of "At Random." I would be sorry to think that you should claim for yourselves the monopoly of a sense of humour in local government, although I must admit that the extent to which you devote your pages to that not unimportant aspect of life does tend to give me that impression.

With every good wish for the success and prosperity of your journal.

W. Y. DARLING.

City Treasurer,

City Chambers,
Edinburgh, 1.

We hasten to disclaim any monopoly of a sense of humour, but we cannot believe that Treasurer Darling meant us to take his rhetorical questions: "What benefit do I get from education; what benefit do I receive from the social services?" seriously. We criticised such statements for the reason that, coming from so eminent an authority, they were liable to be used as ammunition by that unthinking section of the public which is always clamouring for reduction of the rate "burden" at whatever cost in social well-being.

"Biased Balderdash"

I read in the current LOCAL GOVERNMENT SERVICE a criticism of Treasurer Darling's "astonishing revelations on local expenditure." I hold the popular opinion that the journalism of our magazine reaches a high standard, and it shocks me that such biased balderdash should be printed in our paper.

Surely if anyone should know anything of the local expenditure of his borough, it should be the treasurer of that borough.

If the right to free speech as exercised by a public employee is to be mockingly condemned in a journal of such wide circulation, let us give up our cherished democratic freedom now and not wait for the slow torture of war to procure for us the dreaded dictatorship which the criticiser of Treasurer Darling seems to admire.

BETTY V. HARTY.

Sydenham Library.

We feel sure that Treasurer Darling (who, incidentally, is not an official, but convener, or chairman, of the finance committee of the Edinburgh city council) would be the last to agree that freedom of speech implied prohibition of criticism. That would be dictatorship indeed.

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Pro and Con

SHOULD WE HAVE A NATIONAL

I say YES—By F. N. Thorpe

READERS of this journal who get beyond Hyperion's monthly offering may have noticed recently correspondence urging the formation of Youth Advisory Committees in N.A.L.G.O.

The expression of feeling contained in the three words youth advisory committee has only lately begun to crystallise, because it is not long since the fabric of social life has had printed upon it the bold pattern of service for the defence of the community. Heightened appreciation of the position, responsibilities, and duties of youth by youth is now becoming apparent and clamant. And side by side with duties in any form of society march their natural corollaries—rights.

Youth now considers that it must be consulted more often, more freely, and more attentively than in the past, especially in N.A.L.G.O. Many youngsters, in many branches and on many occasions, think that they are not having the weight attached to their views, when they are permitted to express them, that those views deserve. The youth of N.A.L.G.O., in short, is not satisfied with its present position in the Association, and many young members feel that Youth Advisory Committees offer a means of remedying that dissatisfaction.

How are they to be created? In a similar fashion, I suggest, to those already operating in many professions and trade unions and in the civil service (where they have been, and still are, a first-class success). All members of N.A.L.G.O. under thirty would constitute the "Youth Section" of their branch. While the organisation of the Youth Section would depend on the size of the branch, where possible each department should elect a departmental Youth Advisory Committee, which in turn would send representatives to a small central Youth Advisory Committee for the branch. Both departmental and central committees would elect their own officers and sub-committees and should be given limited financial assistance upon the application of the central committee to the branch executive.

Training Future Leaders

What are the advantages of Youth Advisory Committees?

Firstly, they form a focal point for all problems affecting youth in relation to the local government Service in a particular branch or area. (If youth is told that it has that now, in the various executives and committees, it will hide a broad grin and politely disagree.) In addition, in a Youth Advisory Committee, views, opinions, and discussions can be given the fullest scope and freedom, without fear or favour—an advantage that is obvious.

Secondly, as we are told at every annual general meeting, "from youth comes the leaders of the future!" (cheers). But leaders must have training and experience, often difficult to get. Youth Advisory Committees would provide a training ground for the leaders of

the future. By providing this training they would automatically invalidate the perennial assertion—made usually in the ceremonial sanctity of the first meeting of the new (?) executive committee after the A.G.M.—that "youth is both irresponsible and immature" ("hear, hear!") and thus must be excluded from almost everything except paying subscriptions. Responsibility, even though for advice only, would be induced among members of a Y.A.C. by deliberation, sense of trust, and the fact that they were accountable to their own young electorate on the one hand and to the branch executive on the other.

Thirdly, Y.A.C.'s provide an unequalled medium for recruiting young people and organising social and educational activities for them. The calls made to youth by youth are answered more readily and eagerly than are calls in which youth suspects a "catch," "twist," or whatever it may be called. Y.A.C.'s offer the finest form of branch publicity yet devised.

No Executive Power

What is to be their relationship to the branch executive? As their name indicates, the committees would be advisory, *not* executive. As I see it, the branch executive would seek the views and advice of the Y.A.C. on every question affecting youth, while not carrying the consultation to a point at which it became a cause of delay and obstruction. At the same time, the Y.A.C. would send problems and questions for discussion and answer to the branch executive. It could relieve many a busy executive of much business affecting young people.

What are to be the main activities of the Youth Advisory Committees?

Primarily, their function would be to:

- Stimulate interest amongst youth in the benefits of N.A.L.G.O. and the activities of the branch;
- Recruit new members and retain old;
- Arrange, or assist in arranging, educational and social activities consonant with the severe limitations upon a junior's salary; and
- Generally, help to promote that splendid spirit of co-operation which is N.A.L.G.O. at its best.

Supporters of the Y.A.C. movement consider, further, that every district committee should have a small district Y.A.C., formed of representatives from each of a number of "sub-groups" in an area or district, as is already done in some districts, for example, the Metropolitan, in the creation of area education committees. Each branch Youth Section would send one representative to its appropriate "group Y.A.C.," which, in turn, would send a limited number of representatives to the area—or district—Y.A.C.

Finally, above the district Y.A.C.'s there should be a small National Y.A.C. to advise and suggest to the N.E.C. on matters affecting the youth of the Service all over the country. An important benefit of this would be that changes affecting youth would be easier to

(Continued at foot of next column)

YOUTH MOVEMENT IN N.A.L.G.O.?

I say NO—By "Old Un"

I HAVE followed with interest the letters which have appeared in recent issues of LOCAL GOVERNMENT SERVICE advocating the setting up of Youth Advisory Committees. Mr. Thorpe's article offers an opportunity to comment on the proposal.

The question which arises immediately is, has N.A.L.G.O. failed to satisfy the legitimate demands of the youth section of its membership? One may ask what gives rise to this talk of "giving advice," "being consulted," "not satisfied with position in N.A.L.G.O.," and "youth's rights." Is it an indication that the youth in the organisation are lacking in appreciation of what N.A.L.G.O. has done and is still doing for them? I would invite Mr. Thorpe and those who think with him, to state categorically what is wrong. I advise them not to write letters or pen articles containing generalities, but to make a factual indictment of their Association.

What are the things which a member has a right to expect from his trade union? I think that, amongst other things, he would expect his union to protect his interests in his particular calling, stand by him in difficulty, seek to remove injustice, and, where necessary, endeavour to improve his salary and service conditions. Surely N.A.L.G.O., through the medium of its legal and service conditions and organisation committees, backed by their able officers, does these things. Indeed,

(Continued from preceding page)

introduce and operate if they had the endorsement of the National Y.A.C., for the reason that that body would represent a large section of the most potentially critical members. In this way, the Y.A.C. would contribute to the creation of harmonious higher policy.

I know that these ideas will meet opposition, if only because they are new. Their advocates will also be accused of "sectionalism" or "indirect specific representation." In reply, I would ask if it would be possible to find any body less sectionalised than youth, which, in N.A.L.G.O., includes *both* sexes and *all* departments? If, however, our elders persist in calling a youth movement "sectional," and thus try to discredit it, we have an equal right to call them a senior "sectional" movement, and truly so, since the majority of our representatives are well over thirty.

In conclusion, might I invite anyone and everyone, under thirty and over thirty, moved to support or oppose "this youth business," to write to the editor so that an estimate of opinion can be formed. Do it in your hundreds! Get up petitions and send them to your district committees and even the N.E.C. itself! Raise this question at the next annual general meeting of your branch. It is my personal ambition to see an expression of opinion in our favour carried at next year's conference. Start working for this end now and make 1940 a Youth Year at Yarmouth. This is the most important thing in N.A.L.G.O. yet.

it does more, for by means of its B. & O. Fund it assists a member or his dependents in the time of misfortune; through its education department it provides him with special facilities for study, for preparing for examinations, and for obtaining loans on favourable terms to enable him to secure special qualifications. The special activities committee offers him advantages on the social and recreative side of his life, and the other ancillaries, such as the Building Society, Provident Society, Approved Society, and Insurance Section, meet his needs on the economic side. Can the young local government officer name another organisation which does so much for its members?

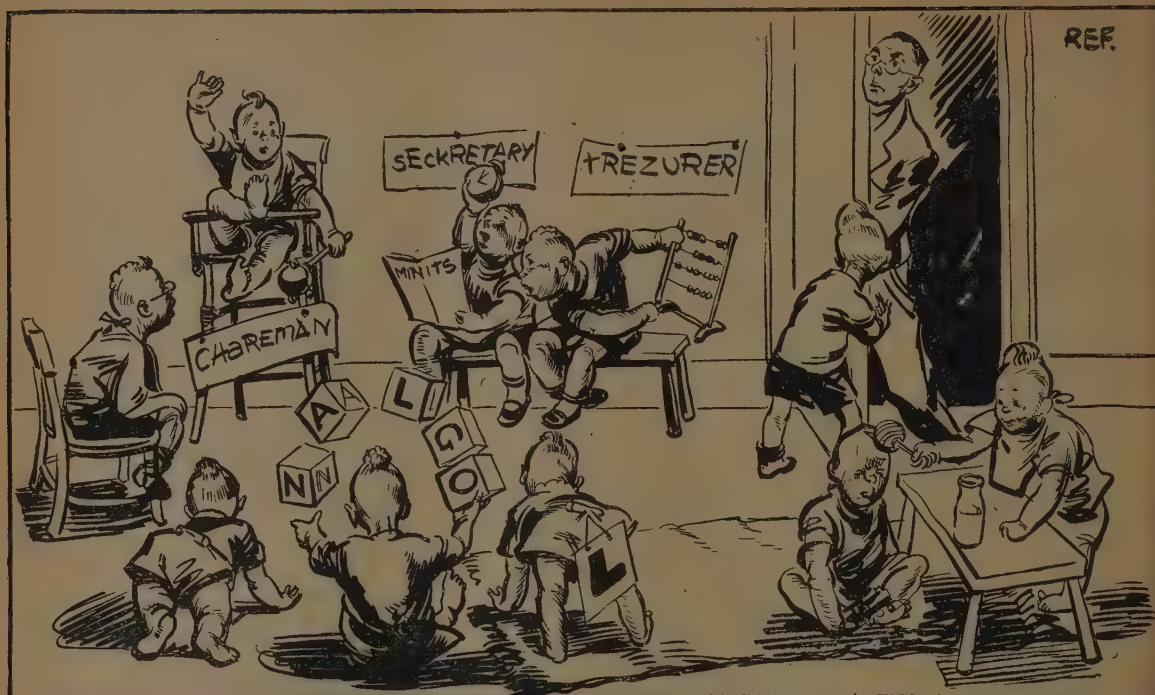
All this may be admitted by the majority of the younger members, but they may still contend that their salary position is generally not what it should be, and, therefore, the major concern of the Association should be to effect an improvement. What is being done about it? The present National Campaign on Salaries has for its object the general raising of salary levels to standards prescribed by the Association. The first stage in the campaign is concerned almost entirely with securing an improvement in the rates of remuneration of officers up to 27 years of age or thereabouts.

"Young Men in a Hurry"

Mention should be made of the long fight for superannuation which has resulted in all local government officers, as from April 1 this year, being entitled to such benefit. Who was responsible primarily for securing this boon? The organisation which all through its history has legislated and worked to make the local government Service attractive and worth while to young men and women. We are beginning to take superannuation for granted, but never let us forget the patience, perseverance, and statesmanship which resulted in such an achievement.

I am inclined to think that the agitators for Youth Advisory Committees are young men in a hurry. They are impatient of delay and no doubt wish to advise the statesmen in N.A.L.G.O. that the millenium is only round the corner. Let them reflect, however, that the remarkable achievements in local government, and in the improved status and conditions of local government officers, are the result of hard work spread over many years. The development in their lifetime, say the last 30 years, has been noteworthy. It is not advice that the Association particularly needs from youth, but a maintenance of idealism, enthusiasm, and zeal, which is their special contribution.

I have had a long experience of N.A.L.G.O., and at times am a little disappointed that comparatively so few young men and women offer themselves for some of the real hard work connected with running a branch and its many activities. N.A.L.G.O. needs from its young members not so much advice, not an insistence on rights, but a willingness to serve. I am convinced that no young man filled with a keen desire to serve his fellows, and having the capacity to do so, will fail to find



The President surveys the first Youth Advisory Committee

a place in N.A.L.G.O. and in its counsels. Responsibility in office in such an organisation will be of greater value in his training and education than membership of a Youth Committee, where the main business will be talk and possibly the airing of grievances. My young friends may decry the value of the annual general meeting of a branch as an opportunity for articulating their point of view. The fault oft-times is theirs, for failing to use the opportunity wisely.

When Mr. Thorpe makes cheap reference to the payment of subscriptions as practically the only thing left to the young officer, I remember that for such an officer N.A.L.G.O. is the least costly organisation to which he can belong. If he elects to join other organisations professing to do for him what N.A.L.G.O. actually does, he will find that, instead of paying approximately 1s. 3d. a month, he will be required to pay 2s. 2d. a month, and that with far less benefit than he can obtain from N.A.L.G.O. I fear that members of the Association will have to face before long the possibility of an increased subscription for the splendid work done on their behalf.

As a citizen, the young man of 21 or over is entitled to exercise the franchise so far as concerns the election of representatives to the House of Commons and possibly to his local council, and he is also required to pay rates and taxes. By reason of his "right" to vote and his "obligation" to pay rates and taxes, he enjoys certain benefits. If he wishes to further the interests of any party or class within the State, he is at liberty to do so, but he must not look to the State to finance the organisation of his special interests.

So with N.A.L.G.O., the young member is entitled to

vote in the election of representatives to the N.E.C. and his local branch, and he is required to pay his subscription. As a result, he is entitled to certain benefits, but he should not ask, as Mr. Thorpe does, that the Association should finance his special interests.

The proposal for the establishment of Youth Committees is not opposed because it is new, but because it seeks to create new machinery for special interests: another set of committees, another set of officers, another grouping of members. Conference rightly supported the declaration of the chairman of the National Executive Council that the time was opportune for getting rid of sectionalism.

Special machinery has recently been set up for the women members, but can it be said to be working very successfully? The latest reports appear to indicate that neither the district committees nor the branches are enthusiastic in working it. New machinery may be set up for youth, but it can be effective only if it receives the support of the majority of the members.

It has been suggested in some quarters that the area education committees should have separate representation at Conference. Therein lies the danger of special committees, special interests, and separate representation.

Now is not the time for new machinery—the need at the moment is the consolidation of the work that N.A.L.G.O. is doing through its existing machinery.

In conclusion, may I say that the innuendo of Mr. Thorpe that the N.E.C., composed of men and women over 30 years of age, affects to have the best and highest interests of youth at heart, is hardly worthy of him. By their deeds shall the N.E.C. be judged.



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"FROM MY BOOKSHELF"—by Jonas Praps

APPARENTLY the working-class person on the dole is not the only one among the unemployed to be "fed up" with having nothing to do. Miss Monica Dickens, presented at Court and moving in fairly high social circles, is completely bored with her aimless round of social pleasure and turns cook-general. In "One Pair of Hands" (M. Joseph, 10s. 6d.) she gives an account of her engagements in this capacity. She is a great-granddaughter of Charles Dickens, and has something of the power of his pen. Whether the creator of the immortal Pickwick would have approved of some of her "carries-on" below-stairs is open to question. The book is delightful entertainment throughout. Miss Dickens must be a lady of strong determination to have stuck for so long the jobs she undertook. Her description of her few weeks "doing for" a dress designer is excellent. If her records of mistresses is true, the wonder is that they get a servant to stay with them at all—but they were not all bad. The authoress has the happy knack of describing persons and situations in a few telling words.

Lapps in Winter

It seems rather unfair to review Miss Norah Gourlie's "A Winter With Finnish Lapps" (Blackie, 12s. 6d.) sitting in a deck-chair with the sun blazing down. Her trip was more unusual than hazardous, and there are too many details of equipment. The author, alone save for Lapp guides, made the journey chiefly by reindeer-drawn sledges, and shared the life of the Lapps in mid-winter. She creates much interest in their customs, folk-lore and history. They are apparently a happy, honest, and likeable people.

The Hiker's Companion

Books in series form usually trail off fairly hurriedly, but Blackie's series of "Discussion Books" (2s.) is maintaining a good standard if W. S. Calvert's "Nature and the Rambler" is a sample. It is the hiker's aid to observation on things he may find in his travels—tree, pool, plant, meadow, fell, and winged life. He will find an added zest in his walk after reading it.

Fiction

The power behind Frederick J. Niven's writing is in his ability to make ordinary-everyday-people live. He needs nothing more than the very common-place daily routine of the conventional middle-class family for his theme. In "The Story of Their Days" (Collins, 8s. 6d.) he makes each member of the Maitland family stand out—intimately—in the mind's eye of the reader. The scene is a small Scottish town not many miles from Glasgow, and the period is from the 1890's to to-day. The family life is excellently portrayed—the pompous father and neurotic mother, one son at "the works," another on the staff of the local paper, and the daughter with a flair for art. Their lives are changed completely through the mother's favourite son leaving home rather than marry the girl he gets into trouble. Mr. Niven's book is an achievement. Its strength is in the simplicity of the choice of words. No sentence needs twice reading.

Memories of two novels flashed through my mind as I read "Jonathan North," by J. L. Hodson (Gollancz, 8s. 6d.). The opening chapters reminded me of Tom Sawyer, though the scene is a colliery district in Lancashire, and the early setting a collier's home. "Jonty" and his "perky" sister indulge in some excellent back-chat, and there is an adventure in an underground canal reminiscent of Tom and Becky in the cave. After making a living in various forms, aided by astuteness, Jonty goes down the pit. He is implicated in an explosion and is saved by his father at the cost of the latter's life. We next hear of him as an agent in business for himself, and fortune favours his none-too-honest dealings.

It was at this stage that Arnold Bennett's "The Card" flashed through my mind—there are many similar traits in both characters. Later we read of Jonty in the Great War, and finally as the owner of an independent daily paper fighting abuses and anomalies including the buying of "honours." It is the story of an uneducated man's success by grit, determination, astuteness—one might truthfully add, cheek. It is excellent reading.

"The Land of the Leal," by James Barke (Collins, 8s. 6d.) is a long and rather sombre family record—really two families united by marriage. The earlier chapters, describing life on the land among the poor in the lowlands of Scotland is distressingly realistic. Jean Gibson and David Ramsay start married life on the farm, but are gradually driven by labour-saving machinery to a life they hate in a tenement in Glasgow. The book is much more than a novel, it is a fine study of social life as near perfect in its treatment and language as one could wish.

"Call My Brother Back" by Michael McLaverty (Longman, 7s. 6d.), is a story of life on the almost barren rock called Rathlin Island, and in a not too salubrious quarter of Belfast, a story of the common people, folk content apparently with what has been unctuously described as the station in life in which it has pleased God to place them, of their struggle in a world of material interests. To summarise, it would anticipate the readers' pleasure, but the author must be commended for the nobility of mind which has enabled him to write in that spirit of impartiality and sympathy which is the essence of every fine character.

J. A. F.

Another novel from the pen of Sutherland Scott has just been published, and it is well up to the high standard we have come to expect. "The A.R.P. Mystery" (Stanley Paul & Co., Ltd., 7s. 6d.), is most appropriate reading in these times, and it has a very ingenious twist. The plot is centred round the A.R.P. organization in a London suburb and it takes all the resources of our friend Septimus Dods to find out just what had been going on. This book is thoroughly recommended, and will be of added interest when it is realised that Sutherland Scott is the pseudonym of Dr. Wm. Clunie Harvey, the Medical Officer of Health for Southgate. If anybody should know all about air raid precautions it is Dr. Harvey.

HELP THE JOURNALIST TO HELP YOU!

Some local authorities, and some officers, have not yet realised that the Press, properly treated, can be a good friend and a powerful ally. In this article LOUIS KATIN, himself a journalist, makes some useful suggestions, of interest to all eager to advance N.A.L.G.O.'s public relations policy.

GENERALLY, pressmen's relations with local government officers are better than with any other body of professional people. In some ways, however, there is room for improvement. The officer cannot always gauge the needs of the reporter or editor. So a few suggestions.

Press tables are not always what they might be. They are often placed too far from the councillors' benches, so that the reporter cannot hear. Lighting may be insufficient, and often there is not nearly enough room for writing. At official dinners and receptions, reporters are put "in the right place"—with the result that they can neither see nor hear.

The reporter greatly appreciates copies of long documents and letters so that he may copy them correctly before a council meeting, and not have to stay behind afterwards, facing the danger of not getting his "copy" in to time.

Why not arrange an Intelligence service between officers and the local Press? Copies of documents are already sent to local newspapers as a matter of routine, but a more individual approach is needed. National newspapers can afford to pay experts to translate public business to their readers, but few local papers can.

I would suggest regular Press conferences, at which the town clerk or other officer would explain current council policy, interpret new laws and by-laws, outline the progress of particular works, and discuss problems. True, public servants are

busy—sometimes overworked—but an hour a week would be worth while if it brought the council and its officers into closer touch with the community, and helped to clear up misconceptions.

Sometimes at night, just before going to press, a sub-editor needs enlightenment on a council matter. He gets on the telephone to an officer. This system is not satisfactory, for the officer may be out, or annoyed at being approached. It would, therefore, help considerably if a rota were compiled of those able and willing to answer questions over the telephone, the list being circulated to local newspapers.

NEXT SERVICE MUNICIPAL HOT WATER?

Local authorities and their officers seem always to be getting into hot water with the ratepayers. J. G. HILLIER suggests that they might soon turn the tables and supply it to them, as is already being done at Zurich.

MANY people think that local government has already trespassed too far upon private enterprise in supplying water, gas, and electricity with their fittings, and transport. I believe, on the contrary, that local government will eventually do much more trading and semi-trading than to-day.

In fifty years time, for example, houses will no longer be built with open grates and chimneys, or equipped with geysers and mechanical fires. They will be centrally heated and supplied with hot water by the Corporation Heat Generating Station.

It is important that editors should receive council minutes and agendas early.

Adequate facilities for taking photographs are also appreciated.

As a rule, editors are pleased to grant free space for official announcements. Sub-editing, however, should be allowed, as legal language is not easily understood.

I ask town clerks to collaborate with newspapermen in checking the practice of holding meetings in camera.

One last plea. During the last few years, newspaper amalgamations have thrown many reporters and sub-editors out of work. Numbers of these, have started on their own as free-lance journalists, and try to make contact with council departments—always important sources of news.

If a journalist can prove his bona fides, either with his trade union card or by showing that he is an accredited representative, I suggest that the same facilities should be accorded to him as to staff newspapermen.

This may seem a fantastic idea, but it is already practised on a small scale in Zurich, Switzerland. There, the local authority has set up an urban heat-generating station which caters for sixteen big confederation buildings, eighteen others, belonging to the Canton of Zurich, and fifty-two private apartment houses. An extension plant is now contemplated so that the system can cover more buildings.

Eleven years ago, a plan was drawn up—but never carried into effect—to heat every building in Zurich—which has a population of over 300,000. Calculations showed that the central generating station could heat the whole town for eighty per cent. of the existing cost to each household, once the machinery had been laid down. The cost of that would soon be covered by the saving effected in abolishing chimneys, grates, and individual heating apparatus.

This idea provides the only solution for such problems as gas works which lose money, wastage of energy in the manufacture of electricity, and the smoke nuisance.

The suggested urban heating department would be able to take from and pay the electricity department for the hot water into which three-quarters of its available energy now goes. For, at present, only a quarter of the energy used in the manufacture of electricity is actually turned into electricity. The other three-quarters goes in heating the local river a few degrees.

The heat-generating station would, in time, take over the corporation's gasworks and use them for making steam and hot water, instead of leaving them derelict or working uneconomically when electricity had finally won its unequal battle. Since most corporations own both gas and electricity, there should be less time-drag than usual in effecting this change. Vested interests would not have to be fought.

Why not start now on a small scale? As parts of gasworks close down, why not turn them into heat-generating stations—until a complete change over has been made?

GIVE THE UNDER-DOG A CHANCE TO BARK!

Do you suffer under a chief officer subject to "temperament," unwilling to allow his staff personal initiative, and believing in a "strong line" on mistakes? If so, induce him to read this article by ALLEN WYNCRIL.

HOW many heads of departments stop to think of the effect their own feelings and disposition have on their staffs? A chief, starting the day feeling "liverish," strikes the keynote for the whole department. If he is surly to the next person under him, that spirit is transmitted down to the office boy. There is no doubt that many "nervous breakdowns" are caused by chiefs who, in some moods, are impossible to satisfy. Officers "down in the dumps" or worried by the attitude of inconsiderate seniors, do less work, make more mistakes, and are more likely to cause friction.

Chiefs should consider the law of self-development: "No man can grow unless his tasks are larger than his experience." A man performing the same task, day after day, gains little mentally, and is likely to develop that serious fault referred to by Herbert N. Casson, Editor of "The Efficiency Magazine," in the following paragraphs:

"The one most inexcusable fault in any man is, in my opinion, inertia. The men who do nothing to better themselves are not worth a penny a bundle.

"Tens of thousands of men, with good

enough heads and bodies, remain passive as though they were paralysed. They have slowed down to a standstill. "They are of no use in this world except as prospects to the undertaker. When a man stops trying, his life has come to an end."

Heads of departments should see that those under them get the opportunity to develop their ideas and to tackle bigger tasks.

The man who has the determination to attempt the "impossible" may not succeed, but he can hardly fail to accomplish more than he would otherwise have done. And is not this really success?

I would urge chief officers, further, not always to take a strong line on mistakes. While errors must not be encouraged, we all make them sometimes. It may not be in our work; it may be in our principles, our judgments, or our friendships. We learn from our mistakes. There is always a reason for taking a particular course, and if we face the position and find out where we went wrong, something has been gained. The great thing is not to let a mistake beat us. No experience is worth having without paying for it.

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Officer of Customs and Excise. January 1940 and July 1940. Salary scale rising to £570 with promotion prospects. Age limits, 19 and under 21 on March 1st for January examination and September 1st for Summer examination. Men only.

Clerical Classes.—We are now enrolling students for the January 1940 and September 1940 examinations. The Clerical Classes of the Civil Service provide a good career for boys and girl leaving school at the age of 16. Candidates have to be 16 and under 17 as at March 1st in year of examination. Thousands of vacancies.

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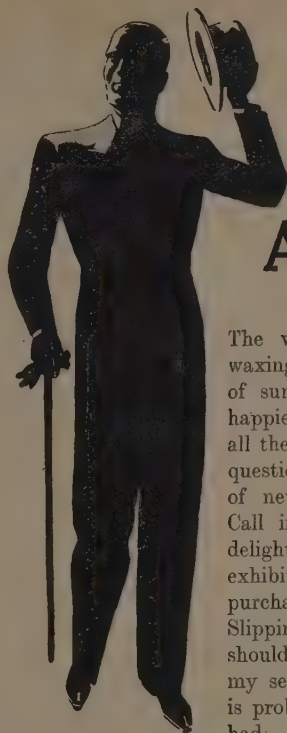
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GOSSIP FROM THE BRANCHES—By "Eavesdropper"

EARLY last month, J. H. Warren, vice-chairman of the publications and public relations committee of the N.E.C., and clerk to the council of Newton-le-Willows, said "good-bye" to his colleagues at a meeting of the branch before he left to take up a new appointment at Slough as town clerk.



He was leaving Newton-le-Willows after four years as president of the branch. Before then he had been branch president for one year and chairman for ten years in succession at Birkenhead where he started as a junior clerk twenty-five years ago.

He is a qualified solicitor, and in 1936 obtained the M.A. of Liverpool University for research and a thesis on the economics of public utilities administration. He has also the Diploma in public administration of London University.

At 26, his book on local "public utility" services was published, and he has since made many contributions to professional journals, including, as many readers will be well aware, "LOCAL GOVERNMENT SERVICE."

His transfer will unfortunately involve resigning from the N.E.C. at its October meeting which will make necessary a by-election in the North-western district...

Warwickshire branch is congratulated in the local press for extending the hand of friendship to militiamen stationed at Budbrooke Barracks, by inviting them to the staff club, and providing recreational facilities. The branch is, it appears, the local fairy godmother. At Whitsun it made a donation of £5 to a charity carnival. In the Spring it produced "Night Must Fall," and gave £2 2s. 0d. to a hospital from the proceeds. And in July its members gave a sketch at a hospital fete and concert...

Former branch secretary, R. N. F. Evans, of Monmouthshire, has left the Service to take up a job as general secretary to the Religious Film Society in London. He was also chairman of the branch and of its literary and debating society, and secretary of its sports club...

Arthur Clitheroe, clerk in the town clerk's office, Bolton, and sports secretary of the branch, has collected some of the best cricket anecdotes, most of them hitherto untold, and published them under the title "Silly Point" (Duckworth, 5s.). Illustrated by James Thorpe, famous for his cricket drawings in "Punch," and with an appreciative foreword by "Patsy" Hendren, the book should be on the shelves of every lover of cricket and a good joke. Mr. Clitheroe, though only 26, is a versatile young man, having contributed to this Journal, written a section of the Centenary Pageant produced in Bolton last year, and broadcast gramophone programmes from Manchester. Another book of his, this time of motoring stories, is to be published soon under the title "Road Nonsense"...

There are three items of news for Metropolitan sporting circles this month. The ice-skating section wants all its members to know that their membership expired on August 31 and that their support for the coming season is urgently needed. Renewal notices and application form from branch secretaries or E. W. Pereira, 33, Oakley Gardens, Whetstone, Middlesex.

Metropolitan district golf section will hold a competition for the "Nelson" Cup to be held at Morden Park Golf Club on September 27. Particulars from L. A. Camish, Town Hall, Dyne Road, Willesden.

R. Newton, Deptford, won the annual mile swimming race in the Thames for members of the Metropolitan district on July 19 in 13 minutes 5 seconds with G. W. Cowley, Chelmsford, and R. W. Skeats, Dagenham, tying for second place...

Alan Pennington, well-known Oxford and English International runner is a member of the Wallasey branch, and has been article to the town clerk. He is the present A.A. 440 yards champion, and last month he equalled the English native record at White City. He is to be included in the British team in their forthcoming continental tour...



LATE SIR DAN GODFREY One of N.A.L.G.O.'s Most Famous Members

BY the death of Sir Dan Godfrey, for more than forty years leader of the Bournemouth Municipal Orchestra, on July 20, N.A.L.G.O. has lost one of its most famous members.

Sir Dan's membership of the Association was unique. He was the only conductor of a permanent orchestra appointed as a local government officer, the only musical director in N.A.L.G.O., and after his retirement in 1934, the only ex-musical director in the country to enjoy superannuation.

He took a keen interest in the Association's work and was three times president of the Bournemouth branch, a member of the Building Society, and a life member of the Benevolent and Orphan Fund. At the 1927 conference at Bournemouth he moved a resolution urging chief officers to join the Association.

His lively enthusiasm and fearless support of the underdog will be keenly missed in Bournemouth, whose municipal orchestra he had made famous throughout the world.



OXFORD SUMMER SCHOOL, 1939—BEST EVER College Provost's Hopes for more University Men in Service

"I should like to look forward to the time when the University would be allowed to take a larger share in the recruiting of men and women for the local government Service. I hope that the great municipalities and counties will be able to have a regular routine for drawing a limited number of men into their service who have had a University education."

"To-day, more than ever, it is necessary for us to believe in our system and for each one of us to do all he can to ensure its smooth working."

THIS was one of the points made by Sir David Ross, provost of Oriel College at the opening of the N.A.L.G.O. summer school held at Oxford from July 22 to 28. Forty students were present, despite the difficulties of obtaining leave from national defence work.

COL. E. J. STEAD, President, N.A.L.G.O., pointed out that our present system of local government had stood the test of a hundred years of practical work. He asked younger members to remember that, although the present times were disturbing and difficult, the careers of older members had been interrupted by the Great War, and they had lived through it, and carried out their work successfully.

In the lectures given during the week, Mr. A. N. SHIMMIN, M.A., senior lecturer in economics at Leeds University, reviewed the development of the present system of local government, with special reference to areas, the difficulties and their solutions.

DR. J. SYKES, head of the department of economics, University College, Exeter, analysed the economic and social effects of local government services and discussed the expansion of the services in 1939, compared with 1919, showing the extensive growth in expenditure.

MR. W. RANDELL, borough valuation officer, Folkestone, discussed the rating system of England and Wales historically, and suggested some possible reforms.

DR. H. SULTAN, formerly Privatdozent in the University of Heidelberg, lecturing on bureaucracy as a sociologist sees it, said that bureaucratic influence could be found in all forms of organization and government.

At the end of each group of lectures, about one and half hours were devoted to discussions by the students.

Informality always pervades the N.A.L.G.O. summer schools and, once again, the social side was fully developed. A cricket match, tennis tournament, darts competition, and other sports were arranged. On Friday evening a social evening was organised, when students from South Wales and Manchester, helped by the others, ran a successful impromptu "show." The students were conducted round the colleges by a local councillor and on Sunday afternoon navigated the River Cherwell in punts.

In thanking the students for a presentation made to him as a token of their esteem, Mr. H. SLATER, N.A.L.G.O., education secretary, who organised the school, said it had been one of the happiest ever held.

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Chartered Institute of Secretaries

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Typist (age 16-25)
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Board of Trade (age 20-25)
Police College (age 20-26)
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SANITARY INSPECTION

Cinderford, August, 1939.

"I beg to inform you that I was successful in the examination for Sanitary Inspectors held at Cardiff last month.

"I wish to thank you and the staff for the valuable assistance rendered by the Correspondence Course." (Student No. 23003.)

MEAT AND FOOD INSPECTION

Preston, May, 1939.

"I have great pleasure in informing you that I was successful in obtaining my Meat and other Foods Inspectors' Certificate of the Royal Sanitary Institute at the recent examination.

"I am greatly indebted to your course for the knowledge which I received." (Student No. 22144.)

COLLEGE OF PRECEPTORS

Christchurch, July, 1939.

"I am sure you will be pleased to know that I recently sat for, and passed, the Senior Certificate Examination of the College of Preceptors, for which I have been studying under Chambers College.

"I shall have no hesitation in recommending Chambers College to any of my friends who are taking up a correspondence course, and I should like to thank you for the excellent tuition I have been given." (Student No. 22762.)

CLERICAL ASSISTANTS (PART 2) SUCCESS

Newcastle-on-Tyne, July, 1939.

"I have been successful in passing the examination this year.

"Thanking you for your kind consideration in all our communications and for the excellent manner in which you assisted me to pass." (Student No. 23257.)

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You are invited to fill in and post the attached coupon for a FREE copy of our Civil Service or Municipal Guide containing details of all the foregoing exams. Letters of appreciation from successful and satisfied students. A full description of our comprehensive tutorial service and particulars of our remarkable guarantee. Either of these Guides will be gladly sent without any obligation whatever on your part.

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TYPICAL TESTIMONIALS.

WEIGHTS AND MEASURES SUCCESS

Troon, July, 1939.

"I am very pleased to be able to inform you that I have received a letter announcing that I have passed the Board of Trade Exam. for Inspectorship of Weights and Measures.

"I need hardly say that I am delighted at the result, and I am sure you will agree that my having passed at the second attempt and at the somewhat early age of 21 speaks volumes for your correspondence course." (Student No. 21587.)

RELIEVING OFFICER SUCCESS

Chorley, August, 1939.

"The results of the Relieving Officers' Certificate Examination are to hand this morning, and I am pleased to say that my name is included in those of the successful candidates.

"I cannot speak too highly of your help and the worth and comprehensiveness of your course, and also the revision course. The success I achieved is due in a large measure to your tutors and tutorial system with its smooth working and regularity. Thanking you and your staff once again for the help and guidance afforded me, with hopes of future success." (Student No. 21885.)

HYGIENE SUCCESS WITH HONOURS

Manchester, July, 1939.

"I have much pleasure in writing to inform you that I have today received the result of my Hygiene examination last month and have been successful in gaining a Pass with Honours." (Student No. 23635.)

C.I.S. SUCCESS

London, August, 1939.

"You will no doubt be pleased to know that my name appears in the Pass List of the Chartered Institute of Secretaries for the Preliminary examination." (Student No. 23574.)

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CONSTANT EFFORTS TOWARDS BETTER PAY

N.A.L.G.O.'s fight for better conditions and salaries goes on unceasingly. This month again, we give a sample of the successes attending its efforts, beginning with a number illustrating the beneficial results of the creation of Whitley Scales.

Negotiations have taken place between the Lancashire and Cheshire provincial council and the public assistance committee of the Lancashire C.C., as the result of which, subject to the confirmation of the county council, all clerks in Lancashire C.C. area offices will proceed automatically to £190 at 26 instead of £160, as in the past. In the five large areas, first assistants will proceed to £315 and second assistants to £217. In the smaller areas first assistants will proceed to £260.

Hoyland Nether U.D.C. has adopted the West Riding joint council's scales from October 1, and, after an interview with the assistant divisional secretary, Dearne U.D.C. agreed to regrade various members of the staff within those scales.

Two U.D.C.'s in the north-east, Ashington and Bedlington, have adopted the North Eastern joint council scales, the former with effect from July 7.

Several applications by the Association for individuals in the north-west have been granted. At Wigan, a clerk in the public assistance department is to receive an increase; at Lancaster, although the R.D.C. refused to apply the provincial council scales to the collector, a £20 increment was granted instead; and at Kirkham, the U.D.C. agreed to place the rate collector on the Lancashire and Cheshire scale.

In South Wales, new scales have been adopted: at Llanelly, for women assistants in the library department, after an application by the Association; at Pembroke C.C., for district surveyors (£260×10—£300), in place of a fixed salary of £250—other technical officers' salaries were considered and dealt with individually—and at Milford Haven, for juniors. The last-mentioned was urged by the Association and based on its scale 1 to age 25, together with revised conditions of service.

Bedfordshire C.C. has adopted improved salary scales for general clerks: that for men being £40 (at 16 or under) × £10 (1) × £15 (12)—£230 with two long-service quinquennial increments of £15, totalling £260 at 39; and that for women, £40 (at 16 or under) × £10—£160 (at 28 with two quinquennial, long-service increments of £10, totalling £180 at 38. Improvements have been made in other scales.

In the south-west, Weston-super-Mare branch has been successful in negotiating with the borough council a scale ranging from £50 (at 16), through eight grades to a maximum of £400. Examination successes have also been recognised by a special annual increment of £10 for the intermediate and a further £15 for the final.

Wiltshire branch obtained new scales operating from April 1, as follows:

JUNIORS of both sexes receiving £52 at 16, £60 at 17, £70 at 18, and £80 at 19 may, on production of a certificate of efficiency at shorthand-typing (speeds stated) or, in the treasurer's department, on production of a third-year bookkeeping certificate, become a THIRD-CLASS CLERK receiving £100 (at 20) × 10—180 (at 27) if a man, or £90 (at

20) × 10—150 (at 26) if a woman. SECOND-CLASS CLERKS will get (a) £160 × 10—220 and (b) £200 × 10—260; FIRST-CLASS CLERKS (a) £240 × 10—310, (b) £290 × 10—360, (special) £360 × 10—400; CHIEF CLERKS, £375 × 15—450.

In addition to salary problems there are many other matters concerning the welfare of the officer to which the Association is constantly attending. For instance, at Jarrow a sub-committee of the town council adopted a regulation severely limiting the periods during which salary would be paid to officers absent from duty due to sickness. The sub-committee also decided that National Insurance benefit and other sums, received by employees on account of sickness, would be deducted from their salaries. A protest was lodged before the council approved the recommendation and a request for an interview made, which was turned down. A further protest was therefore sent and the request for an interview renewed. Ultimately, an interview with the finance committee was arranged with the result that the scheme has been referred back for further consideration and consultation.

Scottish Notes

BIG JOBS FOR THREE SCOTTISH MEMBERS

THESE Notes are being written in the holiday period, when most of us try to forget superannuation, Whitleyism, education, publicity, and all the other bag of tricks. We are, therefore, giving those subjects a rest and shall deal more with the personal. Within the past month, three prominent branch office-bearers have received important appointments.

To all three we offer our hearty congratulations and best wishes for their success.

Mr. Ian G. Urquhart, of Dingwall, has been appointed chief administrative assistant to the county clerk of West Lothian. When a branch for Ross and Cromarty was formed a little over a year ago, Mr. Urquhart was appointed secretary, and he has done good work in getting the branch going and enrolling new members. A genial and capable young man, he will be missed by members in Dingwall.

Mr. Robert McGill, town clerk depute of Dundee, has been appointed county clerk of Moray and Nairn. For two years Mr. McGill was chairman of Dundee branch. These were critical years, involving delicate negotiations over the adoption of a superannuation scheme, the amount to be paid for non-contributory service, and so forth. Mr. McGill played a leading part in these negotiations with tact and discretion, and succeeded to the satisfaction of all concerned. An efficient official, who does not obtrude his efficiency, he enjoys a popularity both with the council and the staffs. The branch executive will be sorry to lose his guidance, but happy to know of his well-merited promotion. The salary of the post is £1,200, rising to £1,500.



with the associations concerned. The National Union of Teachers and the National Association of Schoolmasters joined in the protest.

Again, as a result of representations made by the Association, Rochford R.D.C. adopted revised sick pay regulations. Office hours were also revised.

At Leeds, the city council decided that as from January 1 all staff and probationary nurses under the control of the public health department should be granted four weeks' annual holiday. This decision was made after representations were submitted by the Leeds branch during the course of negotiations in connection with the nurses' charter.

At Stockton-on-Tees, members of the staff will now be allowed leave on one Saturday morning in every three during the six summer months of each year.

The Worcester C.C. has decided to give pensions, equal to two-thirds salary, to members of the staff with 40 years' service. Officers serving less than 40 years will receive an amount based on years of service divided by 40. For example, an officer with 38 years' service will receive 38-40ths of two-thirds salary.

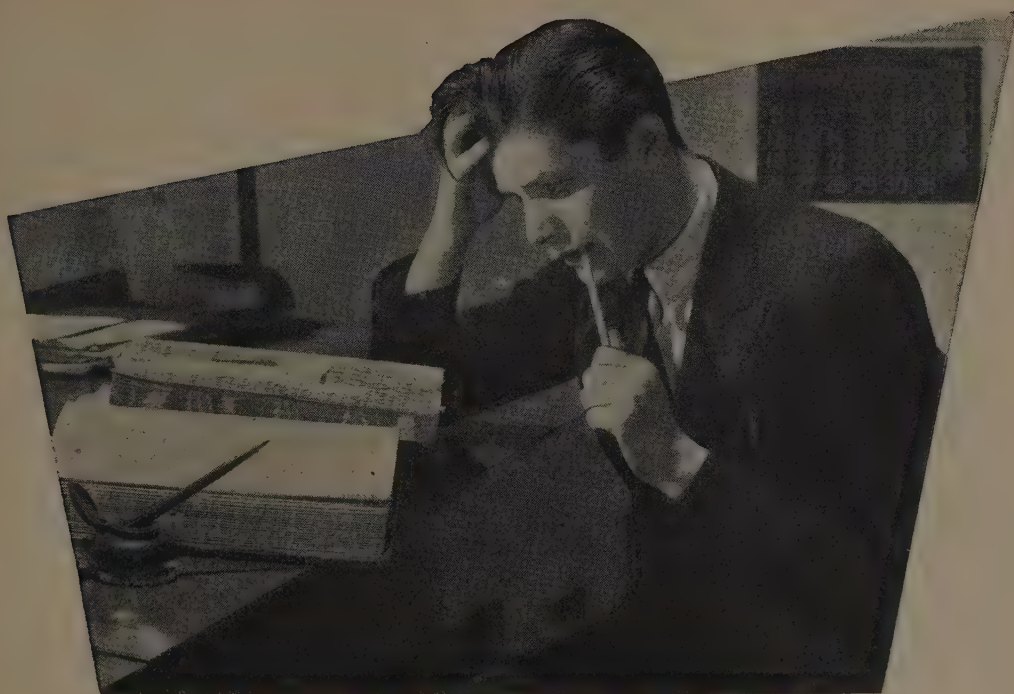
Mr. John H. McLusky, M.A., LL.B., who, for the past three years has been town clerk depute of Kirkcaldy, has now been appointed town clerk. He is, at 27, probably the youngest town clerk in the country. A son of Mr. John W. McLusky, general manager of Glasgow gas department, he was educated at Glasgow High School, and later at the University, where he had a distinguished career. Since a branch was formed in Kirkcaldy two years ago, Mr. McLusky has acted as secretary. During his term of office the branch has been consolidated, and a superannuation scheme and graded scales of salaries have been adopted by the town council. The council is now considering the adjustment of the grading scheme to bring it into line with the recommendations of the National Whitley Council.

Autumn Week-End School

A week-end school is to be held at "Laudervale," Dunoon, from Friday evening, October 13, until the following Monday morning. "Laudervale" is the old home of Sir Harry Lauder, improved by the addition of a sun-parlour and a number of bedrooms in a new wing. The lecturers will be Dr. Guy, medical officer of health for Argyll, and Provost Angus McFarlane, of Dunoon, who, by the way is a brother-in-law of Sir Harry Lauder. After dinner on the Friday, we hope to have a social evening, with probably a humorous sketch by some of the N.A.L.G.O. Players from Glasgow, and a few dances. The accommodation is limited, and those wishing to attend should apply to the secretary, Mr. J. M. Mortimer, 67, West Nile Street, Glasgow, C.1, as early as possible and by October 9 at the latest.

Annual Sports Day

Don't forget the annual sports day at Bridge of Allan and Dunblane on Saturday September 9. Full details were given last month.



He's worried . . . he's lost a ha'penny!

Every morning at about this time you'll see him looking worried. Yesterday he was sixpence in. This morning he's a ha'penny out. It's that post book again. 'Are you certain there wasn't another letter to somebody? Are you sure the drawer was locked?' . . . Yes, he's always certain. Yes, he's always sure. 'All this fuss for a ha'penny when I could be getting on with my job—will it never stop?' . . . Yes, it can be stopped next week. A NEOPOST franking machine can stop it. There'll be no more buying stamps every day. There'll be no more stamps lying about. The letters will look neater. They'll get there quicker! Why has nobody told you about the Roneo Neopost before?

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NALGO PAYMENTS OF MEMBERS IN FORCES

FULL details of the concessions in payment of subscriptions due to N.A.L.G.O. and its ancillaries allowed to members called up under the Military Training Act and the Reserve and Auxiliary Forces Act were given in circular 76/39 sent to branches on July 24. Those affected are advised to obtain a copy of the circular, but the position, briefly, is as follows:

N.A.L.G.O. and B. & O. Fund subscriptions.—These will be waived during the period of training, but all privileges and benefits will be retained.

Life and Endowment policies, and all sections of the Nalگو Provident Society.—A "period of relief" equal to twice the period of training will be allowed to all men called up under the two Acts, during which they will not be required to pay life and endowment premiums and subscriptions to the Nalگو Provident Society. This will be followed by a "period of grace" equal to the period of service, in which to pay arrears which have accrued during the period of relief. Arrears not paid off by the end of this period will be dealt with in accordance with the ordinary terms and conditions of the policy or rules of the Society. Since, however, men called

The same applies to men—not those commissioned—called up under the Reserve and Auxiliary Forces Act with regard to national health, but they will have to pay pensions contributions themselves. Men in commissioned ranks will have to pay both health and pensions contributions.

Other branch circulars on July 24 were:

72/39 (To branch secretaries) dealt with national health insurance—certificates of exception.
73/39 (To branch secretaries) enclosed up-to-date rules of the Association, "Facts from the Annual Report, 1939," and register of membership form. It also dealt with (a) recruitment of juniors, (b) notification of transfers, and (c) various aspects of National Service.

74/39 (To Provident Society correspondents) gave full details of the recently inaugurated funeral benefit for children's scheme.

75/39 (To branch secretaries) was in connection with (a) branch officials and a national emergency, and (b) the Margate holiday scheme.

77/39 (To Provident Society correspondents) was with regard to the proposed non-cash medical and surgical benefits scheme.

78/39 (To branch secretaries) dealt with the increased rebate on subscriptions granted to certain branches.

79/39 (To branch and area education committee secretaries, and to education correspondents) was in connection with (a) the co-option of education correspondents on to branch executive committees, (b) meetings of education correspondents, and (c) the forthcoming N.A.L.G.O. examinations.

National Association of Local Government Officers

PANEL OF APPLICANTS FOR JUNIOR POSITIONS

The National Executive Council proposes to prepare a panel of candidates for appointment to junior positions on the staff of the Association as required, during the ensuing six months. Boys and girls up to 18 years of age who desire to be placed on this panel should apply, stating their educational qualifications, to the undersigned for a form of application, which gives the conditions of appointment, and which must be filled in and lodged not later than September 25, 1939.

By order of the Council,

L. HILL,

General Secretary.

24, Abingdon Street, London, S.W.1.

up under the Reserve and Auxiliary Forces Act will normally receive full salary during training, they are advised to keep up their payments. If a claim arises during the periods of relief or grace the amount paid will be reduced by the amount of unpaid arrears. If a claim arises after the period of grace, the amount paid will be reduced by the amount of arrears with interest.

Nalگو Building Society.—Repayments may be postponed till after the period of service, but where members receive the difference between their army pay and civil pay instalments should be kept up-to-date. This will not apply to militiamen since the Society does not make advances to members under 21.

Nalگو Approved Society.—Militiamen will be required to pay neither national health nor pensions contributions during training, but where they were insured for either national health or pensions before being called up, they will continue to be so insured during training.

N. LONDON D.P.A. CLASSES

If sufficient support is forthcoming, classes for the London University Diploma in Public Administration will be organized at the Upper Hornsey Road Commercial Institute. These will be the only evening classes in North London for the D.P.A., and intending students are urged to make their requirements known to the principal without delay.

"CHRYSTAL" ESSAY PRIZEWINNER

The Sir George Chrystal prize of five guineas for the best essay on various aspects of local government was won by H. Silcock, Southport, who wrote on the principles on which local taxation should be based and the extent to which local revenues should be supplemented by grants from the central government.

IMPORTANT DATE

September 29.—Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

March 53	June 53
April 53	July 56
May 53	August 55

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	June	July	Aug.
Food	34	39	37
Rent	62	62	62
Clothing	110	110	110
Fuel and light	80	80	80
Other items	80	80	80

N.A.L.G.O. BUILDING SOCIETY. Free Advertising Scheme.

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THESE STUDENTS WON £30 EACH

FOURTEEN members have won N.A.L.G.O. scholarships, each worth £30, this year, for theses on various aspects of local government.

Outstanding points made in some of the theses include:

A. Allen, Middlesbrough:

"Unless some drastic action is taken we shall, in the course of a few years, arrive at a point where only the unemployed, the trade unionists, women, and the retired classes have the time to devote to councillors' duties."

S. L. Howard, Sale:

"Under regional government it is feared that new schemes may be discouraged, since any mistake made would be far-reaching in its consequences, and the

National Association of Local Government Officers APPOINTMENT OF DIVISIONAL OFFICERS

Applications are invited for the positions of Divisional Officers, a number of whom will be appointed from time to time. The first appointment or appointments will be for the southern region.

The salary will be in accordance with grade "B" of the Association's scale—£315 a year, rising by annual increments of £15 to a maximum of £390—and will be subject to a deduction of 6 per cent towards the staff superannuation fund.

Applicants must be of good address, capable public speakers, and possessing good organizing ability. They will be expected to travel within the area to which they may be assigned, and reasonable travelling expenses will be allowed. Preference will be given to those who have had experience in the local government service.

A list of duties may be obtained from the undersigned.

Applications, stating age, present employment, and qualifications, accompanied by copies of three recent testimonials, should be received by the undersigned not later than September 25, 1939.

By order of the Council,

L. HILL,
General Secretary.

24, Abingdon Street, London, S.W.1.

councils might thus tend towards extreme conservatism."

R. S. B. Knowles, Hornsey:

"A man who trains for the legal, medical, or engineering profession cannot conceivably introduce into an already overcrowded curriculum any satisfactory study of the vast complexity of public administration. And yet the lawyer, having qualified probably in private practice, is promoted to the position of principal executive officer of a body whose primary function—whose whole life, in fact—is administrative."

Others granted scholarships were: **D. J. Mahony, Harrow; G. T. A. Nash, Leicester; J. A. Relf, Middlesex; H. Silcock, Southport; G. L. Sowerbutts, York; W. S. Steer, Devon; J. Stewart, Renfrewshire; P. W. Terry, Hertfordshire; F. N. Thorpe, L.C.C.; W. Wade, Merton and Morden, and D. G. Webber, Doncaster**

One Shilling a Month Insures Your Child for:—

1. UP TO £11 AT AGE 16
2. UP TO £15 AT DEATH

The New Funeral Benefit for Children Scheme, for insuring children under 10, of members of the Nalgo Provident Society has these two main features.

Think how useful £11 would be to you just when your son or daughter was leaving school and starting on a wage-earning life.

But, if death *did* occur, the £15 would be ready money to help meet immediate expenses.

And this is secured for only one shilling a month.

Payments cease at age 16 and no premium other than that stated can be accepted.

An additional management fee of 3d. a month is payable by each member irrespective of the number of children he insures.

The rules of the Nalgo Provident Society in so far as they affect the scheme will apply.

On the death of a member, any of his children insured may continue and enjoy all the privileges of a member except that of joining for additional benefits.

Write for full details.

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MINISTRY SUPERANNUATION DECISIONS

THE Minister of Health has given the following decisions on appeals submitted to him under the Local Government Superannuation (Administration) Regulations, 1938:

Service of Transferred Rating Employee

An employee, who was a transferred rating employee subject to the Poor Law Officers' Superannuation Act, 1896, appealed to the Minister on the ground that, as respects a rating office in which he was not a transferred rating employee, he was entitled to reckon previous service as contributing service. The Minister's decision was as follows:

"On the facts submitted, you were appointed prior to the 1st April, 1927, by the Board of Guardians as Collector of Poor Rates and the District Council as Collector of General District and Water Rates for the Westbury Urban District. On the operation of the Rating and Valuation Act, 1925, you were transferred, as respects your office of Collector of Poor Rates, to the service of the Urban District Council by virtue of section 48 of that Act at a salary of £50 per annum. At the same time you were paid a salary of £50 per annum as General District Rate Collector and £30 per annum as Water Rate Collector and the same salaries appertain to these posts at the present time. The posts of General District Rate and Water Rate Collector were designated as established posts for the purposes of the Local Government and other Officers' Superannuation Act, 1922, at a date when you had already attained the age of 55 years.

"The Minister has carefully considered your representations. He is advised that only service which would have been treated as service for the purposes of the Poor Law Officers' Superannuation Act, 1896, is reckonable as contributing service for the purposes of the Act of 1937 by virtue of paragraph 6 of Part I of the Second Schedule to that Act. In the circumstances the provisions of section 12 (2) are applicable to the period of your service as Collector of General District and Water Rate and such service will therefore be reckonable as non-contributing service for the purposes of the Act.

"The Minister hereby determines that the decision of the Urban District Council is correct and accordingly dismisses your appeal."

War Agricultural Executive Committee

A War Agricultural Executive Committee constituted under the Cultivation of Lands Order, 1917, is not a local authority within the meaning of the definition contained in Section 40 (1) of the Act of 1937, and therefore service rendered to such a committee is not reckonable for the purposes of the Act of 1937.

Service under 1922 Act prior to service with U.A.B.

A statement issued by a local authority to which the Local Government and Civil Service (Superannuation) Rules, 1936, had not been applied indicated that local authority service, before the appellant's civil service, during which the employee was subject to the Act of 1922 by virtue of the Act of 1929 would be reckonable as non-contributing service for the purposes of the Act of 1937. The employee appealed to the Minister, whose decision was:

"According to the evidence submitted, you were employed by the Rochford Board of Guardians from the 15th December, 1922, until the 1st April, 1930, when you were by virtue of the Local Government Act, 1929, transferred to the service of the Southend-on-Sea County Borough Council. You had in respect of the period of your employment subsequent to the 1st May, 1927, paid the annual contributions required by the Poor Law Officers' Superannuation Act, 1896, and in the absence of a notice given by you under subsection (1) of section 124 of the 1929 Act you became on your transfer to the service of the Southend Council by virtue of subsection (2) of that section subject to the Local Government and other Officers' Superannuation

Act, 1922, being entitled to reckon the service which would have been treated as service under the Act of 1896 as contributing service. You subsequently paid to the Southend Council the equivalent of the contributions which should have been paid by you in respect of your employment under the Rochford Guardians prior to the 1st May, 1927, and you were thus entitled, immediately before the 13th December, 1934, to reckon your service from the 15th December, 1922, as contributing service.

"On the 13th December, 1934, you were appointed an officer of the Unemployment Assistance Board. You resigned from the service of that Board on the 31st March, 1937, and on the 1st April, 1937, you were appointed as a Relieving Officer for the Buckingham County Council, this post being designated as an established post under the Act of 1922.

"In the statement issued to you by the County Council your service from the 15th December, 1922, to the 12th December, 1934, is shown as being reckonable as whole-time non-contributing service for the purpose of the Act of 1937. You, however, contend that this period of service should be reckoned as contributing service.

"The Minister has given careful consideration to the representations submitted but is unable to accept your contention. So long as you remained in the service of the Unemployment Assistance Board you were protected by the Unemployment Assistance Board (Superannuation) Rules, 1935. The position of servants of the Board entering the service of local authorities is, however, not regulated by those Rules but by Part III of the Local Government and Civil Service (Superannuation) Rules, 1936, which apply to any authority to which, on the application of that authority, the Treasury has directed that they shall apply.

"At the date of your appointment to your post with the Buckingham County Council the Rules in question had not been applied to that authority and your superannuable position is regulated wholly by the Acts of 1922 and 1937.

"When on the 1st April, 1937, you became subject to the provisions of the Act of 1922 by reason of your employment under the Buckingham County Council a period of more than six months had elapsed since you had ceased in your employment under the Southend Council to be subject to the provisions of that Act and the earlier period of employment was not reckonable as contributing service for the purposes of the Act of 1922. In these circumstances the provisions of section 12 (1) (b) of the Act of 1937 would not apply to this period and you are not entitled to reckon it as a period of contributing service. You are, however, by virtue of the provisions of section 12 (2) of the Act entitled to reckon the period in question as a period of non-contributing service. The decision of the County Council is, therefore, correct and the Minister accordingly hereby dismisses your appeal."

Service and contribution of Registrar

A local authority issued a statement to a registrar of births, deaths, and marriages, which indicated that previous local government service would not be reckonable as service and that he would contribute at the rate of six per cent. The officer appealed on the ground that all service other than as registrar was reckonable as non-contributing service and that having been in office as a registrar on April 1, 1930, and as such, until he ceased to hold that office, a transferred officer subject to the Local Government and other Officers' Superannuation Act, 1922, he was entitled, as from April 1, 1939, to contribute at a lower rate in respect of his post as registrar.

The decision of the Minister was:

"You were appointed as Relieving Officer, Collector and Vaccination Officer in the Writlington Union on the 13th June, 1923, and transferred to a similar post and in addition accepted appointment as Registrar of Births, Deaths and Marriages in the Crediton Union on the 1st January, 1926. You were transferred to the service of the County Council by virtue of the Local Government Act, 1929, on the 1st April, 1930, when you became subject to the provisions of the Local Government and other Officers' Superannuation Act, 1922, in lieu of the Poor Law Officers' Superannuation Act, 1896, to which you had been subject in respect of all the last-mentioned offices. On the 1st April, 1931, you transferred to the post of Relieving Officer, Collector and Vaccination Officer for the

Torquay District and relinquished your appointment as Registrar but on the 1st May, 1932, transferring to the post of Relieving Officer, Collector and Vaccination Officer in the Crediton District, you again became the Registrar of Births, Deaths and Marriages for that district.

"As regards your Registration, you hold a full inclusive salary one appointment under the County Council as Relieving Officer, Collector, and Vaccination Officer for the Crediton District. In relation to this employment, you are a transferred post-law employee." The Minister accordingly allows your appeal on this point and hereby determines accordingly.

"In regard to the rate of contribution payable by you as Registrar you assert that you are liable to contribute at the rate of five per cent. and not at the rate of six per cent., as indicated in the County Council's statement. In that employee you are a contributory employee under the Local Government Superannuation Act, 1937, by reason of section 3 (2) (d), and by that fact and the operation of sections 15 and 27, the provisions of the Act will apply to you in the employment in question in like manner as they apply to contributory employee generally except as so far as paragraphs 4 and 5 of Part I and Part IV of the Second Schedule to the Act are material.

"As Registrar for the Crediton District, you became subject to the Act of 1922 by virtue of the Act of 1929 and although you ceased to be subject to that Act on ceasing to hold office as such on 31st March, 1931, you were on the appointed day under the Act of 1937 again in office as Registrar for the Crediton District and in these circumstances paragraph 4 (2) (c) of Part I of the Second Schedule to the Act became applicable in your case on the appointed day and by virtue of paragraph 5 (4) thereof accordingly the contribution which you are liable to pay to the appropriate superannuation fund is the same percentage of your remuneration as that which you were required to contribute while subject to the Act of 1922 by virtue of the Act of 1929. That percentage was two and a half per cent. The Minister accordingly also allows your appeal on this point and hereby determines that the contribution due in respect of your office of Registrar is two and a half per cent. remuneration.

"With regard to the question of the service which you are entitled to reckon, the decision of the County Council indicates that you are not entitled in relation to your employment as Registrar, to reckon any service prior to the 1st May, 1932. You submit, however, that if you make the payment prescribed in paragraph 2 of the Local Government Superannuation (Service of Registration Officers) Regulations, 1939, your service as Registration Officer from the 1st January, 1926, to the 31st March, 1931, and from the 1st May, 1932, to the 31st March, 1939, will be reckonable as contributing service and that in any event your local government service from the 13th June, 1923, to the 31st March, 1939, is reckonable as non-contributing service. The Minister has given careful consideration to the matter and has reached a conclusion, in view of the proviso to paragraph 5 of Part I of the Second Schedule to the Act of 1937 and the provisions of Part IV thereof that in relation to your employment as Registrar you are entitled to reckon service rendered as a registrar prior to the 1st April, 1939. In order to be able to reckon this service as part-time contributing service you would need to exercise your right under and comply with the provisions of Article 6 (2) of the Service of Registration Officers Regulations referred to above. If this service is not then reckonable as non-contributing service it will not be reckonable at all.

"In relation to your employment as Registrar, however, you are entitled to reckon the following periods of service:

June 13, 1923, to the 31st December, 1925, as Relieving Officer, Collector and Vaccination Officer—whole-time non-contributing service; January 1, 1926, to the 31st March, 1931, as Relieving Officer, Collector, and Vaccination Officer—part-time non-contributing service; April 1, 1931, to the 30th April, 1932, as Relieving Officer, Collector and Vaccination Officer—whole-time non-contributing service; May 1, 1932, to the 31st March, 1939, as Relieving Officer, Collector and Vaccination Officer—part-time non-contributing service.

The Minister therefore further allows your appeal on this point and hereby determines accordingly.

Metropolitan Water Board

The Metropolitan Water Board is a local authority within the definition contained

(Continued on page 290)

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(Continued from page 288)

in Section 40 (1) of the Act of 1937, because it is a local authority within the meaning of the Local Loans Act, 1875. Accordingly, service rendered to the Board is reckonable for the purposes of the 1937 Act.

Transferred Poor Law Officer

(1) A person appealed to the Minister that she was entitled to be a contributory employee on the ground that she was a transferred poor law employee, notwithstanding that she had made no superannuation contributions since the date of her appointment in 1925.

The decision of the Minister was:

"It is agreed that you were employed as Night Attendant in a temporary capacity by the Barnet Board of Guardians from the 17th September to the 31st October, 1925, and again from the 31st July to the 2nd October, 1926. On the 11th October, 1926, you were re-engaged and continued in the employment of the Guardians until the 31st March, 1930. On the 1st April, 1930, you were transferred by virtue of the provisions of the Local Government Act, 1929, to the service of the County Council and have continued in their employment to the present time.

"On the ground that you were employed in a temporary capacity the Barnet Board of Guardians did not deduct contributions from your salary as required by the Poor Law Officers' Superannuation Act, 1896. At the date when you were transferred to the service of the County Council the Local Government and other Officers' Superannuation Act, 1922, had been adopted by that Council. As no contributions had been made by you under the Act of 1896 you were not treated as coming within the provisions of section 124 (1) of the Act of 1929, and the Council did not therefore regard you as subject to the Act of 1922.

"The Minister has given careful consideration to

the representations submitted by the parties to the appeal. Having regard to the implications of the judgments delivered in the Court of Appeal in *Gissing v. Liverpool Corporation* (1935) Ch. 1, the Minister has formed the view that the right to be regarded as superannuable under the Act of 1922 by virtue of section 124 of the Local Government Act, 1929, and subsequently to fall within the provisions of section 3 (2) (e) of and paragraph 4 of Part I of the Second Schedule to the Act of 1937 is subject to an obligation on your part to make good the arrears of contributions which have not been exacted from you.

"The Minister's decision, therefore, is that your right to become a contributory employee on the 1st April, 1939, and to reckon your service under the Board of Guardians and subsequently under the County Council as contributing service is subject to your paying or having paid or making or having made an arrangement with the County Council for the payment of the amount which should have been deducted from your emoluments. In default of action on the lines indicated you will not become a contributory employee as you do not fall within the class or description of servants included in the statutory resolutions passed by the County Council under section 3 (2) (b) of the Act of 1937."

(2) A county council issued a notification which indicated that a person who had not made all of the contributions required by the Poor Law Officers' Superannuation Act, 1896, was a transferred poor law employee for the purposes of the Act of 1937 and that the period for which no contributions were made was reckonable as non-contributing service.

The employee appealed on the ground that she was entitled to reckon all service as contributing service.

The decision of the Minister was:

"According to the facts submitted, you were engaged as a temporary clerk by the Board of Guardians of the Middlesbrough Union on the 25th June, 1923, and continued in the employment of

the Guardians until the 31st March, 1930, but contributions under the Act of 1896 were not deducted from your salary in respect of your employment prior to the 17th July, 1927. On the 1st April, 1930, you were transferred, by virtue of the provisions of the Local Government Act, 1929, to the service of the County Council by whom you have been treated as having become subject, since that date, to the Local Government and other Officers' Superannuation Act, 1922.

The Minister has given careful consideration to the representations submitted by the parties to the appeal. Having regard to the implications of the judgments delivered in the Court of Appeal in *Gissing v. Liverpool Corporation* (1935) Ch. 1, the Minister has formed the view that the right to be made superannuable as from the 1st April, 1930, under the Act of 1922 by virtue of section 124 of the Local Government Act, 1929, was subject to an obligation on your part to make good the arrears of contributions under the Act of 1896 which have not been exacted from you, and that if this obligation is not discharged section 124 of the Act of 1929, and consequently section 3 (2) (e) of, and paragraph 4 of Part I of the Second Schedule to, the Act of 1937, can have no application to your case.

"The Minister's decision, therefore, is that your service under the Board of Guardians of the Middlesbrough Union from the 25th June, 1923, to the 31st March, 1930, will, on your becoming a contributory employee on the 1st April, 1939, be reckonable as contributing service subject to your paying or having paid, or making or having made an arrangement with the County Council for the payment of the amount which should have been deducted from your emoluments between the 25th June, 1923, and the 16th July, 1927, and in default will be reckonable only as non-contributing service."

National Kitchen

An employee who was loaned by a local authority to H.M. Government to undertake the work of supervision of a National Kitchen, during which period he did not receive salary from the local authority, not entitled to have that period of employment reckoned as service for the purposes of the Act of 1937.

Conversation Overheard at the Town Hall

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B. Hallo, what are you going to do—overtime? Or write to the girl friend?

A. Neither; something important.

B. (astonished). What, more important?

A. (kindly). Listen. Do you realise that the Council has given up its certificate of exception?

B. I do, and—

A. And moreover, that as we earn less than £250 a year, we shall now be able to get the benefit of National Health Insurance?

B. Yes, but—

A. (enthusiastically). And furthermore, that if you have any sense you will do what I'm doing—fill up an application form for membership of the Nalگو Approved Society. *Its additional benefits are obviously the best, and it was formed especially for the likes of you and me.*

B. All the same, I'm going home.

A. (amazed). What? Well, don't blame me if—

B. —because, as a matter of fact, I joined yesterday!

Exit—LEAVING A ADDRESSING AN ENVELOPE: "NALگو APPROVED SOCIETY, 24, ABINGDON STREET, LONDON, S.W.1."

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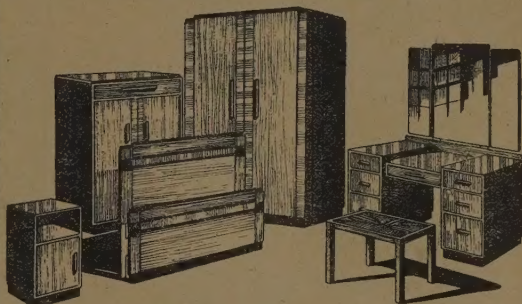
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